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ARI Research Note 94-03

The 1990 Army Career Satisfaction Survey (ACSS) (Warrant Officer Form) Codebook

Lisa Jolicoeur
Data Recognition Corporation

and

Timothy W. Elig
U.S. Army Research Institute

for

Manpower and Personnel Policy Research Technical Area
Clinton B. Walker, Acting Chief

Manpower and Personnel Research Division
Zita M. Simutis, Director

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13. ABSTRACT (Maximum 200 words) The Chief of Staff, Army (CSA) directed that ARI conduct the 1990 Army Career Satisfaction Survey (ACSS) to provide an overview of soldiers' attitudes, perceptions, and intentions concerning Army downsizing. Thirty thousand soldiers were surveyed in June and July 1990. The main sample of 28,071 represents soldiers at all ranks countable toward the active strength of the Army on 31 March 1990, with the following exclusions: a) general officers, b) soldiers with less than 12 months of service, and c) soldiers in the process of separation or retirement. Another 1,929 soldiers who had been surveyed in previous efforts were also sent this survey in order to measure attitude changes over the last four years. The response rate adjusted for postal non-delivery and late returns of completed surveys is 65% (80% of warrant officers, 76% of commissioned officers, and 51% of enlisted). The overall margin of error is less than 1.3%. Data Recognition Corporation assisted in administering the				
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BLOCK 13. ABSTRACT (continued)

surveys and prepared the survey data set documented in this 1990 ACSS (Warrant Officer Form) Codebook to ARI specifications. Companion volumes are also in preparation for the Commissioned Officer Form and the Enlisted Form. See the 1990 Army Career Satisfaction Survey special report (Elig & Martell, 1990) for further details on the survey.

THE 1990 ARMY CAREER SATISFATION SURVEY (WARRANT OFFICER FORM)
CODEBOOK

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	FORMID	SURVEY FORM IDENTIFIER	0014
	LITHO	DATA RECOGNITION LITHO CODE	0015
	SRSSN	SELF-REPORTED SSN	0016
	SRRANK	SELF-REPORTED RANK	0017
	SRGENDER	SELF-REPORTED GENDER	0018
	SRRACE	SELF-REPORTED RACE	0019
	SRHISPA	SELF-REPORTED HISPANIC	0020
	A001	STAY 20+ YEARS IF RETIRE EARLY	0021
	B001	A LOT TO CONVINCE TO STAY IN ARMY	0022
	A002	WOULD NOT STAY PAST 1ST ENLISTMENT	0023
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B022	101	5-YEAR TOUR STABILIZATION COST SAVING	0223
B023	017	PREFER A DIFFERENT MOS	0033
BLACK		BLACK COMPUTED FROM OMF	0236
BYRGP		OMF VARIABLE: COSTY (CONUS/OVERSEAS UNIT	0242
COMMENT	000E	COMMENT	0227
COMPT		OMF VARIABLE: COMPT (SERVICE COMPONENT)	0245
CONTACT	000G	CONTACT	0229
COSTI		OMF VARIABLE: COSTI (CONUS/OBERVEAS)	0239
CTLBR		OMF VARIABLE: CTLBR (CONTROL BRANCH)	0246
DRCID		DATA RECOGNITION IDENTIFICATION NO.	0013
ETHGR		OMF VARIABLE: ETHGR	0234
FLAGOUT		FLAG - NON-SAMPLE RESPONDENTS	0257
FORMID		SURVEY FORM IDENTIFIER	0014
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HISPA		HISPANIC COMPUTED FROM OMF	0238
LITHO		DATA RECOGNITION LITHO CODE	0015
MAINWGHT		WEIGHT FOR MAIN SAMPLE RESPONDENTS	0258
OTHER		OTHER COMPUTED FROM OMF	0237
PHONE	000F	PHONE NUMBER	0228
PMOS		OMF VARIABLE: PMOS	0243
RACE		OMF VARIABLE: RACE	0232
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TGRA		OMF VARIABLE: TGRA (TEMPORARY GRADE)	0247
TOTWGHT		WEIGHT FOR TOTAL RESPONDENTS REPRESENTAT	0259
W001	097	RETIREMENT GRADE REDUCED	0218
W002	099B	RECLASSIFY TO WO MOS	0221
W003	102	PROMOTION CONSTANT W/TWOS GUIDES	0224
W004	103	REDUCTIONS BY RIF ONLY	0225
W005	104	WO MGMT ACT/DESCRIBE CAREER GOALS	0226
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1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DRCID - DATA RECOGNITION IDENTIFICATION NO.

RAW DATA	
COLS	LENGTH
0001-0007	7

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

FORMID - SURVEY FORM IDENTIFIER

RAW DATA

COLS	LENGTH
0008-0008	1

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

LITHO - DATA RECOGNITION LITHO CODE

RAW DATA	
COLS	LENGTH
0009-0014	6

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SRSSN - WHAT IS YOUR SOCIAL SECURITY NUMBER?

RAW DATA	
COLS	LENGTH
0015-0023	9

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SRRANK - WHAT IS YOUR RANK?

RAW DATA

COLS	LENGTH
0024-0026	3

FREQ	PERCENT	VALUE	MEANING
6	.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
580	16.1	W01	W01
1559	43.3	CW2	CW2
933	25.9	CW3	CW3
524	14.5	CW4	CW4
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q001

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SRGENDER - ARE YOU?

RAW DATA

COLS	LENGTH
0027-0028	2

FREQ	PERCENT	VALUE	MEANING
22	.6	.	NO RESPONSE
3257	90.4	1	MALE
324	9.0	2	FEMALE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q002

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SRRACE - WHAT RACE DO YOU CONSIDER YOURSELF TO BE?

RAW DATA

COLS	LENGTH
0029-0030	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
2991	83.0	1	WHITE
356	9.9	2	BLACK OR NEGRO
27	.7	3	INDIAN (AMERICAN)
1		4	ESKIMO OR ALEUT
61	1.7	5	ASIAN OR PACIFIC ISLANDER
150	4.2	6	OTHER
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q003

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SRHISPA - ARE YOU OF SPANISH/HISPANIC ORIGIN?

RAW DATA

COLS	LENGTH
0031-0032	2

FREQ	PERCENT	VALUE	MEANING
20	.6	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
3380	93.8	0	NO
61	1.7	1	YES, MEXICAN, MEXICAN-AMERICAN, CHICANO
65	1.8	2	YES, PUERTO RICAN
13	.4	3	YES, CUBAN
63	1.7	4	YES, OTHER SPANISH/HISPANIC
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q004

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A001 - I WOULD STAY IN THE ARMY FOR 20 OR MORE YEARS EVEN
IF I COULD RETIRE EARLIER.

RAW DATA

COLS	LENGTH
0033-0034	2

FREQ	PERCENT	VALUE	MEANING
43	1.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
272	7.5	1	STRONGLY DISAGREE
493	13.7	2	DISAGREE
535	14.8	3	NEITHER AGREE NOR DISAGREE
1085	30.1	4	AGREE
1174	32.6	5	STRONGLY AGREE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q005

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

B001 - IT WOULD TAKE A LOT TO CONVINCE ME TO STAY IN THE ARMY
BEYOND MY CURRENT OBLIGATION OR ENLISTMENT.

RAW DATA

COLS	LENGTH
0035-0036	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
1223	33.9	1	STRONGLY DISAGREE
798	22.1	2	DISAGREE
312	8.7	3	NEITHER AGREE NOR DISAGREE
313	8.7	4	AGREE
307	8.5	5	STRONGLY AGREE
632	17.5	61	NOT APPLICABLE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q006

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A002 - IF I HAD TO DO IT OVER AGAIN, I WOULD NOT HAVE STAYED IN THE
ARMY FOR MORE THAN MY FIRST ENLISTMENT OR ORIGINAL
OBLIGATION.

RAW DATA

COLS	LENGTH
0037-0038	2

FREQ	PERCENT	VALUE	MEANING
19	.5	.	NO RESPONSE
1734	48.1	1	STRONGLY DISAGREE
880	24.4	2	DISAGREE
229	6.4	3	NEITHER AGREE NOR DISAGREE
243	6.7	4	AGREE
214	5.9	5	STRONGLY AGREE
284	7.9	62	NOT APPLICABLE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q007

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A003 - AN ARMY CAREER ALLOWS ME TO ATTAIN THE STANDARD OF LIVING
I WANT FOR MYSELF/MY FAMILY.

RAW DATA

COLS	LENGTH
0039-0040	2

FREQ	PERCENT	VALUE	MEANING
7	.2	.	NO RESPONSE
322	8.9	1	STRONGLY DISAGREE
858	23.8	2	DISAGREE
748	20.8	3	NEITHER AGREE NOR DISAGREE
1262	35.0	4	AGREE
406	11.3	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q008

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A004 - IF I STAY IN THE ARMY, I COULD PROVIDE MY FAMILY WITH THE
OPPORTUNITIES AND EXPERIENCES I THINK ARE MOST IMPORTANT.

RAW DATA

COLS	LENGTH
0041-0042	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
232	6.4	1	STRONGLY DISAGREE
645	17.9	2	DISAGREE
993	27.6	3	NEITHER AGREE NOR DISAGREE
1279	35.5	4	AGREE
436	12.1	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q009

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A005 - I HAVE BEEN TAUGHT VALUABLE SKILLS IN THE ARMY THAT I CAN
USE LATER IN CIVILIAN JOBS.

RAW DATA

COLS	LENGTH
0043-0044	2

FREQ	PERCENT	VALUE	MEANING
5	.1	.	NO RESPONSE
67	1.9	1	STRONGLY DISAGREE
169	4.7	2	DISAGREE
268	7.4	3	NEITHER AGREE NOR DISAGREE
1628	45.2	4	AGREE
1466	40.7	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q010

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A006 - I AM CONFIDENT I WILL BE PROMOTED AS HIGH AS MY ABILITY AND
INTEREST WARRANT IF I STAY IN THE ARMY.

RAW DATA

COLS	LENGTH
0045-0046	2

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
217	6.0	1	STRONGLY DISAGREE
392	10.9	2	DISAGREE
334	9.3	3	NEITHER AGREE NOR DISAGREE
1355	37.6	4	AGREE
1294	35.9	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q011

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A007 - THE CURRENT EVALUATION/SELECTION SYSTEM IS EFFECTIVE IN
PROMOTING THE BEST SOLDIERS.

RAW DATA

COLS	LENGTH
0047-0048	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
565	15.7	1	STRONGLY DISAGREE
1040	28.9	2	DISAGREE
713	19.8	3	NEITHER AGREE NOR DISAGREE
1079	29.9	4	AGREE
198	5.5	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q012

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING:

A008 - THE CURRENT EVALUATION/SELECTION SYSTEM WOULD BE EFFECTIVE
IN SELECTING THOSE TO BE SEPARATED DURING DOWN-SIZING.

RAW DATA

COLS	LENGTH
0049-0050	2

FREQ	PERCENT	VALUE	MEANING
15	.4	.	NO RESPONSE
489	13.6	1	STRONGLY DISAGREE
1012	28.1	2	DISAGREE
871	24.2	3	NEITHER AGREE NOR DISAGREE
1025	28.4	4	AGREE
191	5.3	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q013

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B002 - WHICH OF THE FOLLOWING BEST DESCRIBES YOUR CURRENT CAREER INTENTIONS?

RAW DATA

COLS	LENGTH
0051-0052	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
1796	49.8	7	I PLAN TO STAY IN THE ARMY BEYOND 20 YEARS
1256	34.9	6	I PLAN TO STAY IN THE ARMY UNTIL RETIREMENT AT 20 YEARS
80	2.2	5	I HAVE STAYED IN THE ARMY BEYOND MY OBLIGATION, BUT AM UNDECIDED ABOUT STAYING UNTIL RETIREMENT
73	2.0	4	I PLAN TO STAY IN THE ARMY BEYOND MY OBLIGATION, BUT AM UNDECIDED ABOUT STAYING UNTIL RETIREMENT
139	3.9	3	I AM UNDECIDED WHETHER OR NOT I WILL STAY IN THE ARMY UPON COMPLETION OF MY OBLIGATION
91	2.5	2	I WILL PROBABLY LEAVE THE ARMY
129	3.6	1	I WILL DEFINITELY LEAVE THE ARMY
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q014

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B003 - HOW LIKELY IS IT THAT YOU WILL STAY ON ACTIVE DUTY IN
THE ARMY UNTIL RETIREMENT AT 20 YEARS?

RAW DATA

COLS	LENGTH
0053-0054	2

FREQ	PERCENT	VALUE	MEANING
9	.2	.	NO RESPONSE
717	19.9	63	NOT APPLICABLE - I AM BEYOND 20 YEARS
2120	58.8	5	DEFINITELY
454	12.6	4	PROBABLY
131	3.6	2	PROBABLY NOT
78	2.2	1	DEFINITELY NOT
94	2.6	3	DON'T KNOW
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q015

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B004 - HOW LIKELY IS IT THAT YOU WILL STAY ON ACTIVE DUTY
IN THE ARMY BEYOND 20 YEARS?

RAW DATA

COLS	LENGTH
0055-0056	2

FREQ	PERCENT	VALUE	MEANING
7	.2	.	NO RESPONSE
697	19.3	63	NOT APPLICABLE - I AM BEYOND 20 YEARS
693	19.2	5	DEFINITELY
822	22.8	4	PROBABLY
693	19.2	2	PROBABLY NOT
417	11.6	1	DEFINITELY NOT
274	7.6	3	DON'T KNOW
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q016

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B023 - WOULD YOU PREFER WORKING IN A DIFFERENT MOS?

RAW DATA

COLS	LENGTH
0057-0058	2

FREQ	PERCENT	VALUE	MEANING
5	.1	.	NO RESPONSE
400	11.1	3	YES
2889	80.2	1	NO
309	8.6	2	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q017

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A009 - THE KIND OF WORK I ENJOY MOST IS AVAILABLE:

RAW DATA

COLS	LENGTH
0059-0060	2

FREQ	PERCENT	VALUE	MEANING
5	.1	.	NO RESPONSE
145	4.0	5	ONLY IN THE MILITARY
820	22.8	4	PRIMARILY IN THE MILITARY
2349	65.2	3	EQUALLY IN MILITARY AND CIVILIAN WORLD
257	7.1	2	PRIMARILY IN THE CIVILIAN WORLD
27	.7	1	ONLY IN THE CIVILIAN WORLD
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q018

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A010 - HOW MANY YEARS OF ACTIVE DUTY SERVICE HAVE YOU COMPLETED?

RAW DATA

COLS	LENGTH
0061-0062	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q019

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A011 - HOW MANY MONTHS DO YOU HAVE LEFT IN YOUR ENLISTMENT
TERM OR OBLIGATED PERIOD OF ACTIVE DUTY SERVICE?

RAW DATA

COLS	LENGTH
0063-0064	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q020

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B005 - HOW MANY YEARS AGO DID YOU COMPLETE YOUR ACTIVE DUTY
SERVICE OBLIGATION?

RAW DATA

COLS	LENGTH
0065-0066	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q021

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A012 - IF A GOOD FRIEND OF YOURS ASKED YOUR ADVISE ABOUT SEEING
A MILITARY RECRUITER, WOULD YOU SAY IT WAS:

RAW DATA

COLS	LENGTH
0067-0068	2

FREQ	PERCENT	VALUE	MEANING
10	.3	.	NO RESPONSE
1777	49.3	3	A GOOD IDEA
1647	45.7	2	UP TO HIM OR HER
169	4.7	1	A WASTE OF TIME
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q022

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A013 - IF YOU MET SOMEONE WHO ASKED YOUR ADVICE ABOUT JOINING
THE ARMY, WOULD RECOMMEND HE/SHE:

RAW DATA

COLS	LENGTH
0069-0070	2

FREQ	PERCENT	VALUE	MEANING
94	2.6	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1976	54.8	3	ENLIST IN THE ARMY
1107	30.7	2	ENLIST IN ANOTHER MILITARY SERVICE
425	11.8	1	NOT ENLIST IN MILITARY SERVICE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q023

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WOULD YOU LIKE TO SEE YOUR SON OR DAUGHTER, AT SOME
POINT, JOIN THE MILITARY? ANSWER EVEN IF YOU DO NOT
HAVE CHILDREN OR DO NOT PLAN TO HAVE CHILDREN.

A014 - YOUR SON?

RAW DATA

COLS	LENGTH
0071-0072	2

FREQ	PERCENT	VALUE	MEANING
133	3.7	.	NO RESPONSE
2539	70.5	1	YES
931	25.8	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q024A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WOULD YOU LIKE TO SEE YOUR SON OR DAUGHTER, AT SOME
POINT, JOIN THE MILITARY? ANSWER EVEN IF YOU DO NOT
HAVE CHILDREN OR DO NOT PLAN TO HAVE CHILDREN.

A015 - YOUR DAUGHTER?

RAW DATA

COLS	LENGTH
0073-0074	2

FREQ	PERCENT	VALUE	MEANING
193	5.4	.	NO RESPONSE
1110	30.8	1	YES
2300	63.8	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q024B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A016 - WOULD YOU HAVE JOINED THE ARMY IF THERE HAD BEEN ONLY VERY LIMITED OPPORTUNITIES FOR OVERSEAS TRAVEL?

RAW DATA

COLS	LENGTH
0075-0076	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
958	26.6	1	YES, I DIDN'T WANT OVERSEAS TRAVEL
2228	61.8	2	YES, EVEN THOUGH I WANTED OVERSEAS TRAVEL
373	10.4	3	NO, OVERSEAS TRAVEL WAS A MAJOR REASON I JOINED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q025

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A017 - WHAT EFFECT, IF ANY, HAVE YOUR ARMY EXPERIENCES HAD ON THE
DEVELOPMENT OF SPECIFIC JOB KNOWLEDGE, SKILLS, AND ABILITIES
THAT WILL HELP YOU OBTAIN A CIVILIAN JOB?

RAW DATA

COLS	LENGTH
0077-0078	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1746	48.5	5	STRONG POSITIVE EFFECT
1622	45.0	4	POSITIVE EFFECT
181	5.0	3	NO EFFECT
36	1.0	2	NEGATIVE EFFECT
10	.3	1	STRONG NEGATIVE EFFECT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q026

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A018 - WHAT EFFECT, IF ANY, HAVE YOUR ARMY EXPERIENCES HAD ON THE DEVELOPMENT OF PERSONAL CHARACTERISTICS AND ATTITUDES THAT WILL HELP YOU OBTAIN A CIVILIAN JOB?

RAW DATA

COLS	LENGTH
0079-0080	2

FREQ	PERCENT	VALUE	MEANING
4	.1	.	NO RESPONSE
1472	40.9	5	STRONG POSITIVE EFFECT
1763	48.9	4	POSITIVE EFFECT
284	7.9	3	NO EFFECT
68	1.9	2	NEGATIVE EFFECT
12	.3	1	STRONG NEGATIVE EFFECT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q027

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW OFTEN...

A019 - ... DO YOUR FAMILY/FRIENDS PROVIDE HELP OR DO YOU A
FAVOR WHEN YOU NEED IT?

RAW DATA

COLS	LENGTH
0081-0082	2

FREQ	PERCENT	VALUE	MEANING
15	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
949	26.3	4	VERY OFTEN
1398	38.8	3	OFTEN
896	24.9	2	SOMETIMES
288	8.0	1	RARELY
56	1.6	0	NOT AT ALL
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q028A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW OFTEN...

A020 - ... DO YOU GET TOGETHER WITH FRIENDS TO HAVE FUN AND RELAX?

RAW DATA

COLS	LENGTH
0083-0084	2

FREQ	PERCENT	VALUE	MEANING
31	.9	.	NO RESPONSE
407	11.3	4	VERY OFTEN
1189	33.0	3	OFTEN
1446	40.1	2	SOMETIMES
496	13.8	1	RARELY
34	.9	0	NOT AT ALL
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q028B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW OFTEN...

A021 - ...DO YOU FEEL THAT YOU HAVE SOMEONE IN YOUR LIFE WHO WILL
LISTEN AND UNDERSTAND YOUR CONCERNS ABOUT YOUR JOB/CAREER?

RAW DATA

COLS	LENGTH
0085-0086	2

FREQ	PERCENT	VALUE	MEANING
46	1.3	.	NO RESPONSE
1353	37.6	4	VERY OFTEN
1056	29.3	3	OFTEN
741	20.6	2	SOMETIMES
296	8.2	1	RARELY
111	3.1	0	NOT AT ALL
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q028C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW SATISFIED ARE YOU NOW WITH THE FOLLOWING?

A022 - PAY (INCLUDING ALLOWANCES)

RAW DATA

COLS	LENGTH
0087-0088	- 2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
496	13.8	1	VERY UNSATISFIED
1147	31.8	2	SOMEWHAT UNSATISFIED
415	11.5	3	NEUTRAL
1273	35.3	4	SOMEWHAT SATISFIED
263	7.3	5	VERY SATISFIED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q029A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW SATISFIED ARE YOU NOW WITH THE FOLLOWING?

A023 - BENEFITS

RAW DATA

COLS	LENGTH
0089-0090	2

FREQ	PERCENT	VALUE	MEANING
26	.7	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
554	15.4	1	VERY UNSATISFIED
1007	27.9	2	SOMEWHAT UNSATISFIED
484	13.4	3	NEUTRAL
1139	31.6	4	SOMEWHAT SATISFIED
391	10.9	5	VERY SATISFIED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q029B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW SATISFIED ARE YOU NOW WITH THE FOLLOWING?

A024 - JOB SECURITY, A STEADY JOB

RAW DATA

COLS	LENGTH
0091-0092	2

FREQ	PERCENT	VALUE	MEANING
31	.9	.	NO RESPONSE
303	8.4	1	VERY UNSATISFIED
538	14.9	2	SOMEWHAT UNSATISFIED
605	16.8	3	NEUTRAL
1217	33.8	4	SOMEWHAT SATISFIED
909	25.2	5	VERY SATISFIED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q029C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW SATISFIED ARE YOU NOW WITH THE FOLLOWING?

A025 - OVERALL QUALITY OF LIFE

RAW DATA

COLS	LENGTH
0093-0094	2

FREQ	PERCENT	VALUE	MEANING
35	1.0	.	NO RESPONSE
215	6.0	1	VERY UNSATISFIED
710	19.7	2	SOMEWHAT UNSATISFIED
611	17.0	3	NEUTRAL
1594	44.2	4	SOMEWHAT SATISFIED
438	12.2	5	VERY SATISFIED
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q029D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW SATISFIED ARE YOU NOW WITH THE FOLLOWING?

A026 - OPPORTUNITIES TO DO WORK YOU LIKE

RAW DATA

COLS	LENGTH
0095-0096	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
218	6.1	1	VERY UNSATISFIED
428	11.9	2	SOMEWHAT UNSATISFIED
419	11.6	3	NEUTRAL
1441	40.0	4	SOMEWHAT SATISFIED
1062	29.5	5	VERY SATISFIED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q029E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A027 - IF WE WERE TO GO TO WAR TODAY, HOW WELL PREPARED ARE YOU
TO PERFORM THE TASKS IN YOUR WARTIME JOB?

RAW DATA

COLS	LENGTH
0097-0098	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1445	40.1	5	VERY WELL PREPARED
1661	46.1	4	WELL PREPARED
362	10.0	3	NEITHER WELL NOR POORLY PREPARED
99	2.7	2	POORLY PREPARED
28	.8	1	VERY POORLY PREPARED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q030

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A028 - COMPARED TO OTHER SOLDIERS IN YOUR SAME RANK IN YOUR
UNIT OR PLACE OF DUTY, HOW WOULD YOU RATE YOUR OWN
JOB PERFORMANCE?

RAW DATA

COLS	LENGTH
0099-0100	2

FREQ	PERCENT	VALUE	MEANING
19	.5	.	NO RESPONSE
1781	49.4	1	1 MUCH BETTER THAN MOST
1393	38.7	2	2
271	7.5	3	3
126	3.5	4	4 ABOUT AVERAGE
12	.3	5	5
1		7	7 MUCH WORSE THAN MOST
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q031

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A029 - WHAT WAS YOUR LAST PHYSICAL READINESS TEST SCORE?

RAW DATA

COLS	LENGTH
0102-0104	3

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q032

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B006 - WHAT IS THE SENIOR RATER POTENTIAL EVALUATION BOX CHECK OF YOUR MOST RECENT OER?

RAW DATA

COLS	LENGTH
0105-0106	2

FREQ	PERCENT	VALUE	MEANING
33	.9	.	NO RESPONSE
224	6.2	60	DOES NOT APPLY; I HAVE NOT BEEN RATED
1637	45.4	1	1
1448	40.2	2	2
229	6.4	3	3
22	.6	4	4
9	.2	5	5
1		6	6
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q033

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B007 - WAS YOUR LAST RATING IN, ABOVE, OR BELOW THE CENTER
OF MASS FOR YOUR SENIOR RATER?

RAW DATA

COLS	LENGTH
0107-0108	2

FREQ	PERCENT	VALUE	MEANING
94	2.6	.	NO RESPONSE
656	18.2	-1	DON'T KNOW
2292	63.6	3	ABOVE CENTER OF MASS
549	15.2	2	IN CENTER OF MASS
12	.3	1	BELOW CENTER OF MASS
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q034

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A030 - DO YOU USUALLY DO YOUR DAILY ARMY WORK WITH THE COMPANY
OR OTHER SIMILAR UNIT TO WHICH YOU ARE ASSIGNED?

RAW DATA

COLS	LENGTH
0109-0110	2

FREQ	PERCENT	VALUE	MEANING
4	.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
3138	87.1	1	YES, I WORK WITH MY ASSIGNED UNIT
460	12.8	0	NO, I WORK SOMEPLACE ELSE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q035

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW WOULD YOU DESCRIBE YOUR UNIT?

A031 - WHAT IS THE LEVEL OF MORALE IN YOUR UNIT?

RAW DATA

COLS	LENGTH
0111-0112	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
336	9.3	5	VERY HIGH
1037	28.8	4	HIGH
1562	43.4	3	MODERATE
495	13.7	2	LOW
156	4.3	1	VERY LOW
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q036A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW WOULD YOU DESCRIBE YOUR UNIT?

A032 - IN THE EVENT OF COMBAT, HOW WOULD YOU DESCRIBE YOUR
CONFIDENCE IN YOUR UNIT MEMBERS?

RAW DATA

COLS	LENGTH
0113-0114	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
693	19.2	5	VERY HIGH
1185	32.9	4	HIGH
1029	28.6	3	MODERATE
303	8.4	2	LOW
80	2.2	1	VERY LOW
300	8.3	60	DOES NOT APPLY; MY UNIT WOULD NOT BE USED IN A COMBAT SITUATION
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q036B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW WOULD YOU DESCRIBE YOUR UNIT?

A033 - HOW WOULD YOU DESCRIBE YOUR UNIT'S READINESS FOR COMBAT?

RAW DATA

COLS	LENGTH
0115-0116	2

FREQ	PERCENT	VALUE	MEANING
21	.6	.	NO RESPONSE
502	13.9	5	VERY HIGH
999	27.7	4	HIGH
1187	32.9	3	MODERATE
414	11.5	2	LOW
140	3.9	1	VERY LOW
340	9.4	60	DOES NOT APPLY; MY UNIT WOULD NOT BE USED IN A COMBAT SITUATION
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q036C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A034 - DO THE RECENT DEVELOPMENTS IN EAST GERMANY, HUNGARY, POLAND,
AND CZECHOSLOVAKIA REDUCE THE CHANCES OF WAR WITH THE
SOVIET UNION?

RAW DATA

COLS	LENGTH
0117-0118	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1947	54.0	3	YES, REDUCE THE CHANCES OF WAR WITH THE SOVIET UNION
954	26.5	1	NO, DO NOT REDUCE THE CHANCES OF WAR WITH THE SOVIET UNION
694	19.3	2	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q037

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A035 - DO THE RECENT DEVELOPMENTS IN THE SOVIET UNION (ECONOMIC PROBLEMS, LITHUANIAN INDEPENDENCE MOVEMENT, ETHNIC UNREST AND CLASHES, ETC.) INCREASE THE CHANCES OF WAR WITH THE SOVIET UNION?

RAW DATA

COLS	LENGTH
0119-0120	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
590	16.4	1	YES, INCREASE THE CHANCES OF WAR WITH THE SOVIET UNION
2170	60.2	3	NO, DO NOT INCREASE THE CHANCES OF WAR WITH THE SOVIET UNION
831	23.1	2	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q038

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A036 - DO THE RECENT DEVELOPMENTS IN EASTERN EUROPE MAKE YOU
MORE OR LESS INTERESTED IN SERVING IN THE U.S. ARMY?

RAW DATA

COLS	LENGTH
0121-0122	2

FREQ	PERCENT	VALUE	MEANING
15	.4	.	NO RESPONSE
671	18.6	3	MORE INTERESTED
2716	75.4	2	LESS INTERESTED
146	4.1	1	NEITHER MORE NOR LESS INTERESTED
55	1.5	70	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q039

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

PLEASE INDICATE THE LIKELIHOOD THAT EACH OF THE FOLLOWING
FACTORS WILL OCCUR AS A RESULT OF RECENT WORLD EVENTS.

A037 - THE ARMY'S DEMANDS ON YOUR TIME WILL INCREASE.

RAW DATA

COLS	LENGTH
0123-0124	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
80	2.2	1	EXTREMELY UNLIKELY
691	19.2	2	UNLIKELY
994	27.6	3	NEITHER LIKELY NOR UNLIKELY
1159	32.2	4	LIKELY
662	18.4	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q040

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

PLEASE INDICATE THE LIKELIHOOD THAT EACH OF THE FOLLOWING
FACTORS WILL OCCUR AS A RESULT OF RECENT WORLD EVENTS.

A038 - THE ARMY WILL ASK YOU TO DO TASKS THAT YOU DON'T LIKE.

RAW DATA

COLS	LENGTH
0125-0126	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
98	2.7	1	EXTREMELY UNLIKELY
706	19.6	2	UNLIKELY
1249	34.7	3	NEITHER LIKELY NOR UNLIKELY
1105	30.7	4	LIKELY
429	11.9	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q041

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

PLEASE INDICATE THE LIKELIHOOD THAT EACH OF THE FOLLOWING
FACTORS WILL OCCUR AS A RESULT OF RECENT WORLD EVENTS.

A039 - THE ARMY WILL ASK YOU TO DO TASKS FOR WHICH YOU ARE NOT
ADEQUATELY TRAINED.

RAW DATA

COLS	LENGTH
0127-0128	2

FREQ	PERCENT	VALUE	MEANING
14	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
241	6.7	1	EXTREMELY UNLIKELY
1121	31.1	2	UNLIKELY
1012	28.1	3	NEITHER LIKELY NOR UNLIKELY
894	24.8	4	LIKELY
320	8.9	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q042

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

PLEASE INDICATE THE LIKELIHOOD THAT EACH OF THE FOLLOWING
FACTORS WILL OCCUR AS A RESULT OF RECENT WORLD EVENTS.

A040 - YOUR PROMOTION OPPORTUNITIES IN THE ARMY WILL DECREASE.

RAW DATA

COLS	LENGTH
0129-0130	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
99	2.7	1	EXTREMELY UNLIKELY
417	11.6	2	UNLIKELY
582	16.2	3	NEITHER LIKELY NOR UNLIKELY
1462	40.6	4	LIKELY
1025	28.4	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q043

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A041 - HOW MUCH INFORMATION ARE YOU RECEIVING ON THE FUTURE
PERSONNEL REDUCTIONS OF THE ARMY?

RAW DATA

COLS	LENGTH
0131-0132	2

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
84	2.3	1	TOO MUCH INFORMATION
626	17.4	2	ABOUT THE RIGHT AMOUNT OF INFORMATION
2228	61.8	3	SOME INFORMATION, BUT I WOULD LIKE MORE
588	16.3	4	NO INFORMATION AND I WOULD LIKE TO GET SOME INFORMATION
65	1.8	70	DON'T CARE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q044

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A042 - CHAIN OF COMMAND

RAW DATA

COLS	LENGTH
0133-0134	2

FREQ	PERCENT	VALUE	MEANING
15	.4	.	NO RESPONSE
554	15.4	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
518	14.4	3	NOT SURE
341	9.5	1	VERY UNRELIABLE
535	14.8	2	SOMEWHAT UNRELIABLE
1296	36.0	4	SOMEWHAT RELIABLE
344	9.5	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A043 - YOUR MILITARY PEERS

RAW DATA

COLS	LENGTH
0135-0136	2

FREQ	PERCENT	VALUE	MEANING
23	.6	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
242	6.7	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
609	16.9	3	NOT SURE
560	15.5	1	VERY UNRELIABLE
964	26.8	2	SOMEWHAT UNRELIABLE
1113	30.9	4	SOMEWHAT RELIABLE
90	2.5	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

AO44 - FRIENDS/FAMILY OUTSIDE THE ARMY

RAW DATA

COLS	LENGTH
0137-0138	2

FREQ	PERCENT	VALUE	MEANING
26	.7	.	NO RESPONSE
1409	39.1	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
457	12.7	3	NOT SURE
843	23.4	1	VERY UNRELIABLE
605	16.8	2	SOMEWHAT UNRELIABLE
236	6.6	4	SOMEWHAT RELIABLE
27	.7	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A045 - POST OR COMMAND NEWSPAPER

RAW DATA

COLS	LENGTH
0139-0140	2

FREQ	PERCENT	VALUE	MEANING
33	.9	.	NO RESPONSE
464	12.9	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
456	12.7	3	NOT SURE
272	7.5	1	VERY UNRELIABLE
623	17.3	2	SOMEWHAT UNRELIABLE
1600	44.4	4	SOMEWHAT RELIABLE
155	4.3	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A046 - ARMY TIMES

RAW DATA

COLS	LENGTH
0141-0142	2

FREQ	PERCENT	VALUE	MEANING
21	.6	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
290	8.0	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
268	7.4	3	NOT SURE
129	3.6	1	VERY UNRELIABLE
426	11.8	2	SOMEWHAT UNRELIABLE
1939	53.8	4	SOMEWHAT RELIABLE
528	14.7	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A047 - STARS & STRIPES

RAW DATA

COLS	LENGTH
0143-0144	2

FREQ	PERCENT	VALUE	MEANING
32	.9	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
1717	47.7	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
286	7.9	3	NOT SURE
132	3.7	1	VERY UNRELIABLE
331	9.2	2	SOMEWHAT UNRELIABLE
946	26.3	4	SOMEWHAT RELIABLE
157	4.4	5	VERY RELIABLE
3603	100.2	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q045F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A048 - SOLDIERS MAGAZINE

RAW DATA

COLS	LENGTH
0145-0146	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
755	21.0	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
507	14.1	3	NOT SURE
131	3.6	1	VERY UNRELIABLE
371	10.3	2	SOMEWHAT UNRELIABLE
1530	42.5	4	SOMEWHAT RELIABLE
273	7.6	5	VERY RELIABLE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q045G

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A049 - CIVILIAN NEWSPAPERS

RAW DATA

COLS	LENGTH
0147-0148	2

FREQ	PERCENT	VALUE	MEANING
29	.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
736	20.4	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
491	13.6	3	NOT SURE
388	10.8	1	VERY UNRELIABLE
874	24.3	2	SOMEWHAT UNRELIABLE
996	27.6	4	SOMEWHAT RELIABLE
88	2.4	5	VERY RELIABLE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q045H

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A050 - CIVILIAN TV & RADIO

RAW DATA

COLS	LENGTH
0149-0150	2

FREQ	PERCENT	VALUE	MEANING
31	.9	.	NO RESPONSE
649	18.0	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
485	13.5	3	NOT SURE
385	10.7	1	VERY UNRELIABLE
859	23.8	2	SOMEWHAT UNRELIABLE
1087	30.2	4	SOMEWHAT RELIABLE
107	3.0	5	VERY RELIABLE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q0451

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A051 - ARMED FORCES NETWORK

RAW DATA

COLS	LENGTH
0151-0152	2

FREQ	PERCENT	VALUE	MEANING
31	.9	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1741	48.3	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
284	7.9	3	NOT SURE
127	3.5	1	VERY UNRELIABLE
292	8.1	2	SOMEWHAT UNRELIABLE
958	26.6	4	SOMEWHAT RELIABLE
169	4.7	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045J

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A052 - OFFICIAL DA MESSAGE TRAFFIC & CORRESPONDENCE

RAW DATA

COLS	LENGTH
0153-0154	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
978	27.1	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
264	7.3	3	NOT SURE
81	2.2	1	VERY UNRELIABLE
196	5.4	2	SOMEWHAT UNRELIABLE
1049	29.1	4	SOMEWHAT RELIABLE
1001	27.8	5	VERY RELIABLE
3603	99.8	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q045K

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW RELIABLE ARE THE FOLLOWING SOURCES OF INFORMATION
ON THE CUTS IN ARMY STRENGTH?

A053 - ARMY NEWS SERVICE (ARNEWS)

RAW DATA

COLS	LENGTH
0155-0156	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
2223	61.7	60	DOES NOT APPLY - I DO NOT GET INFORMATION FROM THIS SOURCE
329	9.1	3	NOT SURE
71	2.0	1	VERY UNRELIABLE
154	4.3	2	SOMEWHAT UNRELIABLE
623	17.3	4	SOMEWHAT RELIABLE
158	4.4	5	VERY RELIABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q045L

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THE INFORMATION ON THE FUTURE OF THE ARMY THAT YOU
RECEIVE FROM THE ARMY (CHAIN OF COMMAND, POST NEWSPAPERS,
ETC.) IS...

A054 - ACCURATE

RAW DATA

COLS	LENGTH
0157-0158	2

FREQ	PERCENT	VALUE	MEANING
28	.8	.	NO RESPONSE
145	4.0	5	STRONGLY AGREE
1711	47.5	4	AGREE
1229	34.1	3	NEITHER
426	11.8	2	DISAGREE
64	1.8	1	STRONGLY DISAGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q046A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THE INFORMATION ON THE FUTURE OF THE ARMY THAT YOU
RECEIVE FROM THE ARMY (CHAIN OF COMMAND, POST NEWSPAPERS,
ETC.) IS...

A055 - TIMELY

RAW DATA	
COLS	LENGTH
0159-0160	2

FREQ	PERCENT	VALUE	MEANING
60	1.7	.	NO RESPONSE
77	2.1	5	STRONGLY AGREE
1109	30.8	4	AGREE
1260	35.0	3	NEITHER
881	24.5	2	DISAGREE
216	6.0	1	STRONGLY DISAGREE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q046B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A056 - ARMY STRENGTH WILL BE CUT BY 10% OR LESS IN THE NEXT 5 YEARS?

RAW DATA

COLS	LENGTH
0161-0162	2

FREQ	PERCENT	VALUE	MEANING
114	3.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
355	9.9	1	EXTREMELY UNLIKELY
426	11.8	2	UNLIKELY
253	7.0	3	NEITHER LIKELY NOR UNLIKELY
883	24.5	4	LIKELY
1571	43.6	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q047A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A057 - ARMY STRENGTH WILL BE CUT BY AROUND 15% IN THE NEXT 5 YEARS?

RAW DATA	
COLS	LENGTH
0163-0164	2

FREQ	PERCENT	VALUE	MEANING
125	3.5	.	NO RESPONSE
185	5.1	1	EXTREMELY UNLIKELY
543	15.1	2	UNLIKELY
507	14.1	3	NEITHER LIKELY NOR UNLIKELY
1124	31.2	4	LIKELY
1119	31.1	5	EXTREMELY LIKELY
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q047B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A058 - ARMY STRENGTH WILL BE CUT BY AROUND 20% IN THE NEXT 5 YEARS?

RAW DATA

COLS	LENGTH
0165-0166	2

FREQ	PERCENT	VALUE	MEANING
138	3.8	.	NO RESPONSE
185	5.1	1	EXTREMELY UNLIKELY
597	16.6	2	UNLIKELY
701	19.5	3	NEITHER LIKELY NOR UNLIKELY
1099	30.5	4	LIKELY
883	24.5	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q047C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A059 - ARMY STRENGTH WILL BE CUT BY AROUND 25% IN THE NEXT 5 YEARS?

RAW DATA

COLS	LENGTH
0167-0168	2

FREQ	PERCENT	VALUE	MEANING
128	3.6	.	NO RESPONSE
329	9.1	1	EXTREMELY UNLIKELY
909	25.2	2	UNLIKELY
669	18.6	3	NEITHER LIKELY NOR UNLIKELY
899	25.0	4	LIKELY
669	18.6	5	EXTREMELY LIKELY
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q047D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A060 - ARMY STRENGTH WILL BE CUT BY AT LEAST 30% IN THE NEXT
5 YEARS?

RAW DATA

COLS	LENGTH
0169-0170	2

FREQ	PERCENT	VALUE	MEANING
111	3.1	.	NO RESPONSE
707	19.6	1	EXTREMELY UNLIKELY
1125	31.2	2	UNLIKELY
698	19.4	3	NEITHER LIKELY NOR UNLIKELY
531	14.7	4	LIKELY
431	12.0	5	EXTREMELY LIKELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q047E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A061 - YOU WILL BE TARGETED TO LEAVE THE ARMY INVOLUNTARILY?

RAW DATA

COLS	LENGTH
0171-0172	2

FREQ	PERCENT	VALUE	MEANING
74	2.1	.	NO RESPONSE
911	25.3	1	EXTREMELY UNLIKELY
1185	32.9	2	UNLIKELY
817	22.7	3	NEITHER LIKELY NOR UNLIKELY
429	11.9	4	LIKELY
187	5.2	5	EXTREMELY LIKELY
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q047F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW LIKELY IS IT THAT:

A062 - YOU WILL BE OFFERED AN EARLY OUT?

RAW DATA

COLS	LENGTH
0173-0174	2

FREQ	PERCENT	VALUE	MEANING
90	2.5	.	NO RESPONSE
1000	27.8	1	EXTREMELY UNLIKELY
1095	30.4	2	UNLIKELY
746	20.7	3	NEITHER LIKELY NOR UNLIKELY
515	14.3	4	LIKELY
157	4.4	5	EXTREMELY LIKELY
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR..

LOCATION IN SURVEY
Q047G

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

AS THE ARMY BECOMES SMALLER, HOW CONFIDENT ARE YOU THAT...

A063 - ...YOU WILL BE ABLE TO STAY IN THE ARMY AND BE PROMOTED ON
OR AHEAD OF SCHEDULE?

RAW DATA

COLS	LENGTH
0175-0176	2

FREQ	PERCENT	VALUE	MEANING
38	1.1	.	NO RESPONSE
481	13.3	1	VERY UNSURE
969	26.9	2	SOMEWHAT UNSURE
993	27.6	3	MODERATELY CONFIDENT
711	19.7	4	VERY CONFIDENT
411	11.4	5	EXTREMELY CONFIDENT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q048A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

AS THE ARMY BECOMES SMALLER, HOW CONFIDENT ARE YOU THAT...

A064 - ...THE BEST OFFICERS WILL STAY?

RAW DATA

COLS	LENGTH
0177-0178	2

FREQ	PERCENT	VALUE	MEANING
14	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
674	18.7	1	VERY UNSURE
1254	34.8	2	SOMEWHAT UNSURE
965	26.8	3	MODERATELY CONFIDENT
488	13.5	4	VERY CONFIDENT
207	5.7	5	EXTREMELY CONFIDENT
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q048B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

AS THE ARMY BECOMES SMALLER, HOW CONFIDENT ARE YOU THAT...

A065 - ...THE BEST NCOS WILL STAY?

RAW DATA

COLS	LENGTH
0179-0180	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
651	18.1	1	VERY UNSURE
1234	34.2	2	SOMEWHAT UNSURE
1034	28.7	3	MODERATELY CONFIDENT
476	13.2	4	VERY CONFIDENT
189	5.2	5	EXTREMELY CONFIDENT
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q048C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

AS THE ARMY BECOMES SMALLER, HOW CONFIDENT ARE YOU THAT...

A066 - ...THE BEST JUNIOR (SKILL LEVEL 1) ENLISTED SOLDIERS WILL
STAY?

RAW DATA

COLS	LENGTH
0181-0182	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
924	25.6	1	VERY UNSURE
1283	35.6	2	SOMEWHAT UNSURE
841	23.3	3	MODERATELY CONFIDENT
396	11.0	4	VERY CONFIDENT
141	3.9	5	EXTREMELY CONFIDENT
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q048D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THE ARMY WILL CUT THE STRENGTH SO QUICKLY THAT...

A067 - ...READINESS WILL SUFFER.

RAW DATA

COLS	LENGTH
0183-0184	2

FREQ	PERCENT	VALUE	MEANING
19	.5	.	NO RESPONSE
140	3.9	1	STRONGLY DISAGREE
635	17.6	2	DISAGREE
517	14.3	3	NEITHER AGREE NOR DISAGREE
1495	41.5	4	AGREE
797	22.1	5	STRONGLY AGREE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q049A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THE ARMY WILL CUT THE STRENGTH SO QUICKLY THAT...

A068 - ...MORALE WILL SUFFER.

RAW DATA

COLS	LENGTH
0185-0186	2

FREQ	PERCENT	VALUE	MEANING
25	.7	.	NO RESPONSE
59	1.6	1	STRONGLY DISAGREE
352	9.8	2	DISAGREE
489	13.6	3	NEITHER AGREE NOR DISAGREE
1609	44.7	4	AGREE
1069	29.7	5	STRONGLY AGREE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q049B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THE ARMY WILL CUT THE STRENGTH SO QUICKLY THAT...

A069 - ...MY FAMILY WILL SUFFER.

RAW DATA

COLS	LENGTH
0187-0188	2

FREQ	PERCENT	VALUE	MEANING
36	1.0	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
294	8.2	1	STRONGLY DISAGREE
777	21.6	2	DISAGREE
1019	28.3	3	NEITHER AGREE NOR DISAGREE
662	18.4	4	AGREE
408	11.3	5	STRONGLY AGREE
406	11.3	60	NOT APPLICABLE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q049C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THE ARMY WILL CUT THE STRENGTH SO QUICKLY THAT...

A070 - ...I WILL SUFFER.

RAW DATA

COLS	LENGTH
0189-0190	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
466	12.9	1	STRONGLY DISAGREE
877	24.3	2	DISAGREE
1110	30.8	3	NEITHER AGREE NOR DISAGREE
731	20.3	4	AGREE
375	10.4	5	STRONGLY AGREE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q049D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A071 - DO LIKELY REDUCTIONS IN THE SIZE OF THE U.S. ARMY MAKE
YOU MORE OR LESS INTERESTED IN SERVING IN THE U.S. ARMY?

RAW DATA

COLS	LENGTH
0191-0192	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
580	16.1	3	MORE INTERESTED
703	19.5	1	LESS INTERESTED
2174	60.3	2	NEITHER MORE NOR LESS INTERESTED
134	3.7	70	NOT SURE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q050

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A072 - HOW DOES THE ARMY'S INVOLVEMENT IN THE WAR ON DRUGS AFFECT
YOUR CAREER INTENTIONS?

RAW DATA

COLS	LENGTH
0193-0194	2

FREQ	PERCENT	VALUE	MEANING
9	.2	.	NO RESPONSE
577	16.0	3	I INTEND TO STAY LONGER
17	.5	1	I INTEND TO LEAVE SOONER
2935	81.5	2	NO CHANGE IN MY CAREER INTENTIONS
65	1.8	70	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q051

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING?

A073 - I BELIEVE THAT THE ARMY LEADERSHIP WILL MAKE THE BEST
DECISIONS TO MAINTAIN A QUALITY ARMY.

RAW DATA

COLS	LENGTH
0195-0196	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
212	5.9	1	STRONGLY DISAGREE
767	21.3	2	DISAGREE
917	25.5	3	NEITHER AGREE NOR DISAGREE
1355	37.6	4	AGREE
343	9.5	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q052

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING?

A074 - SENIOR ARMY LEADERS ARE AWARE OF THE FRUSTRATIONS AND
ANXIETIES THAT ACCOMPANY THE POSSIBLE LOSS OF ONE'S JOB
OR CAREER.

RAW DATA

COLS	LENGTH
0197-0198	2

FREQ	PERCENT	VALUE	MEANING
10	.3	.	NO RESPONSE
280	7.8	1	STRONGLY DISAGREE
779	21.6	2	DISAGREE
557	15.5	3	NEITHER AGREE NOR DISAGREE
1515	42.0	4	AGREE
462	12.8	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q053

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

DO YOU AGREE OR DISAGREE WITH THE FOLLOWING?

A075 - THE ARMY WILL PROTECT MY BENEFITS AND RETIREMENT.

RAW DATA

COLS	LENGTH
0199-0200	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
674	18.7	1	STRONGLY DISAGREE
1047	29.1	2	DISAGREE
1009	28.0	3	NEITHER AGREE NOR DISAGREE
675	18.7	4	AGREE
180	5.0	5	STRONGLY AGREE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q054

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THINK ABOUT HOW YOU EXPECT THE ARMY TO CHANGE OVER
THE NEXT FIVE YEARS. HOW SATISFIED DO YOU THINK YOU
WOULD BE IN THE ARMY OF FIVE YEARS FROM NOW?

A076 - PAY (INCLUDING ALLOWANCES)

RAW DATA

COLS	LENGTH
0201-0202	2

FREQ	PERCENT	VALUE	MEANING
35	1.0	.	NO RESPONSE
389	10.8	1	VERY UNSATISFIED
1159	32.2	2	SOMEWHAT UNSATISFIED
674	18.7	3	NEUTRAL
1153	32.0	4	SOMEWHAT SATISFIED
193	5.4	5	VERY SATISFIED
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q055A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THINK ABOUT HOW YOU EXPECT THE ARMY TO CHANGE OVER
THE NEXT FIVE YEARS. HOW SATISFIED DO YOU THINK YOU
WOULD BE IN THE ARMY OF FIVE YEARS FROM NOW?

A077 - BENEFITS

RAW DATA

COLS	LENGTH
0203-0204	2

FREQ	PERCENT	VALUE	MEANING
37	1.0	.	NO RESPONSE
624	17.3	1	VERY UNSATISFIED
1188	33.0	2	SOMEWHAT UNSATISFIED
706	19.6	3	NEUTRAL
837	23.2	4	SOMEWHAT SATISFIED
211	5.9	5	VERY SATISFIED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q055B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THINK ABOUT HOW YOU EXPECT THE ARMY TO CHANGE OVER
THE NEXT FIVE YEARS. HOW SATISFIED DO YOU THINK YOU
WOULD BE IN THE ARMY OF FIVE YEARS FROM NOW?

A078 - JOB SECURITY, A STEADY JOB

RAW DATA

COLS	LENGTH
0205-0206	2

FREQ	PERCENT	VALUE	MEANING
41	1.1	.	NO RESPONSE
330	9.2	1	VERY UNSATISFIED
851	23.6	2	SOMEWHAT UNSATISFIED
1041	28.9	3	NEUTRAL
1011	28.1	4	SOMEWHAT SATISFIED
329	9.1	5	VERY SATISFIED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q055C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THINK ABOUT HOW YOU EXPECT THE ARMY TO CHANGE OVER
THE NEXT FIVE YEARS. HOW SATISFIED DO YOU THINK YOU
WOULD BE IN THE ARMY OF FIVE YEARS FROM NOW?

A079 - OVERALL QUALITY OF LIFE

RAW DATA

COLS	LENGTH
0207-0208	2

FREQ	PERCENT	VALUE	MEANING
46	1.3	.	NO RESPONSE
249	6.9	1	VERY UNSATISFIED
863	24.0	2	SOMEWHAT UNSATISFIED
1070	29.7	3	NEUTRAL
1147	31.8	4	SOMEWHAT SATISFIED
228	6.3	5	VERY SATISFIED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q055D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

THINK ABOUT HOW YOU EXPECT THE ARMY TO CHANGE OVER
THE NEXT FIVE YEARS. HOW SATISFIED DO YOU THINK YOU
WOULD BE IN THE ARMY OF FIVE YEARS FROM NOW?

A080 - OPPORTUNITIES TO DO WORK YOU LIKE

RAW DATA

COLS	LENGTH
0209-0210	2

FREQ	PERCENT	VALUE	MEANING
48	1.3	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
191	5.3	1	VERY UNSATISFIED
522	14.5	2	SOMEWHAT UNSATISFIED
884	24.5	3	NEUTRAL
1388	38.5	4	SOMEWHAT SATISFIED
569	15.8	5	VERY SATISFIED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q055E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A081 - HOW MANY YEARS OF ACTIVE DUTY SERVICE DO YOU EXPECT
TO HAVE COMPLETED BY THE TIME YOU LEAVE THE ARMY?

RAW DATA

COLS	LENGTH
0211-0212	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q056

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A082 - AT THIS TIME LAST YEAR HOW MANY YEARS OF ACTIVE DUTY SERVICE
HAD YOU EXPECTED TO COMPLETE BY THE TIME YOU LEFT THE ARMY?

RAW DATA

COLS	LENGTH
0213-0214	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q057

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A083 - SUPPOSE ARMY UNITS WERE PULLED BACK FROM MOST OVERSEAS
AREAS AND THERE WOULD BE ALMOST NO CHANCE FOR OVERSEAS
TRAVEL. HOW WOULD THIS AFFECT YOUR PLANS?

RAW DATA

COLS	LENGTH
0215-0216	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
531	14.7	3	I WOULD STAY IN THE ARMY LONGER
226	6.3	1	I WOULD LEAVE THE ARMY SOONER
2834	78.7	2	I WOULD NOT CHANGE MY CAREER INTENTIONS
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q058

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT LEVEL OF CONFLICT/STRESS...

A084 - ...ARE YOU EXPERIENCING NOW IN YOUR JOB?

RAW DATA

COLS	LENGTH
0217-0218	2

FREQ	PERCENT	VALUE	MEANING
7	.2	.	NO RESPONSE
212	5.9	5	EXTREMELY HIGH
387	10.7	4	VERY HIGH
712	19.8	3	HIGH
1292	35.9	2	MODERATE
681	18.9	1	SLIGHT
312	8.7	0	NONE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q059A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT LEVEL OF CONFLICT/STRESS...

A085 - ...ARE YOU EXPERIENCING NOW IN YOUR FAMILY AND PERSONAL
LIFE?

RAW DATA

COLS	LENGTH
0219-0220	2

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
152	4.2	5	EXTREMELY HIGH
217	6.0	4	VERY HIGH
475	13.2	3	HIGH
945	26.2	2	MODERATE
1130	31.4	1	SLIGHT
673	18.7	0	NONE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q059B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT LEVEL OF CONFLICT/STRESS...

A086 - ...WERE YOU EXPERIENCING A YEAR AGO IN YOUR JOB?

RAW DATA

COLS	LENGTH
0221-0222	2

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
247	6.9	5	EXTREMELY HIGH
402	11.2	4	VERY HIGH
636	17.7	3	HIGH
1085	30.1	2	MODERATE
847	23.5	1	SLIGHT
375	10.4	0	NONE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q059C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT LEVEL OF CONFLICT/STRESS...

A087 - ...WERE YOU EXPERIENCING A YEAR AGO IN YOUR FAMILY AND
PERSONAL LIFE?

RAW DATA

COLS	LENGTH
0223-0224	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
156	4.3	5	EXTREMELY HIGH
194	5.4	4	VERY HIGH
394	10.9	3	HIGH
837	23.2	2	MODERATE
1239	34.4	1	SLIGHT
767	21.3	0	NONE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q059D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED ARE YOU ABOUT THE FOLLOWING AS A RESULT OF
THE CURRENT TALK ABOUT FORCE REDUCTIONS AND CUTS IN ARMY
STRENGTH?

A088 - YOUR LONG-TERM OPPORTUNITIES IN THE ARMY.

RAW DATA

COLS	LENGTH
0225-0226	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
555	15.4	0	NOT AT ALL CONCERNED
738	20.5	1	SOMEWHAT CONCERNED
768	21.3	2	MODERATELY CONCERNED
805	22.3	3	VERY CONCERNED
725	20.1	4	EXTREMELY CONCERNED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q060A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED ARE YOU ABOUT THE FOLLOWING AS A RESULT OF
THE CURRENT TALK ABOUT FORCE REDUCTIONS AND CUTS IN ARMY
STRENGTH?

A089 - THE KIND OF WORK YOU WILL GO INTO WHEN YOU LEAVE THE ARMY.

RAW DATA

COLS	LENGTH
0227-0228	2

FREQ	PERCENT	VALUE	MEANING
19	.5	.	NO RESPONSE
768	21.3	0	NOT AT ALL CONCERNED
760	21.1	1	SOMEWHAT CONCERNED
786	21.8	2	MODERATELY CONCERNED
680	18.9	3	VERY CONCERNED
590	16.4	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q060B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED ARE YOU ABOUT THE FOLLOWING AS A RESULT OF
THE CURRENT TALK ABOUT FORCE REDUCTIONS AND CUTS IN ARMY
STRENGTH?

A090 - WHETHER YOU WOULD BE ABLE TO GET A CIVILIAN JOB QUICKLY
IF NEEDED.

RAW DATA

COLS	LENGTH
0229-0230	2

FREQ	PERCENT	VALUE	MEANING
26	.7	.	NO RESPONSE
602	16.7	0	NOT AT ALL CONCERNED
703	19.5	1	SOMEWHAT CONCERNED
652	18.1	2	MODERATELY CONCERNED
768	21.3	3	VERY CONCERNED
852	23.6	4	EXTREMELY CONCERNED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q060C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED ARE YOU ABOUT THE FOLLOWING AS A RESULT OF
THE CURRENT TALK ABOUT FORCE REDUCTIONS AND CUTS IN ARMY
STRENGTH?

A091 - THE FINANCIAL BURDEN ON YOU AND YOUR FAMILY SHOULD YOU
 HAVE TO LEAVE THE ARMY UNEXPECTEDLY.

RAW DATA

COLS	LENGTH
0231-0232	2

FREQ	PERCENT	VALUE	MEANING
28	.8	.	NO RESPONSE
306	8.5	0	NOT AT ALL CONCERNED
451	12.5	1	SOMEWHAT CONCERNED
501	13.9	2	MODERATELY CONCERNED
788	21.9	3	VERY CONCERNED
1529	42.4	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0600

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

ARE YOU MORE CONCERNED ABOUT THESE THINGS TODAY THAN YOU
WERE A YEAR AGO?

A092 - YOUR LONG-TERM OPPORTUNITIES IN THE ARMY

RAW DATA

COLS	LENGTH
0233-0234	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
123	3.4	1	MUCH LESS CONCERNED
180	5.0	2	LESS CONCERNED
1086	30.1	3	NEITHER MORE NOR LESS
1372	38.1	4	MORE CONCERNED
830	23.0	5	MUCH MORE CONCERNED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q061A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

ARE YOU MORE CONCERNED ABOUT THESE THINGS TODAY THAN YOU
WERE A YEAR AGO?

A093 - THE KIND OF WORK YOU WILL GO INTO WHEN YOU LEAVE THE ARMY

RAW DATA

COLS	LENGTH
0235-0236	2

FREQ	PERCENT	VALUE	MEANING
14	.4	.	NO RESPONSE
110	3.1	1	MUCH LESS CONCERNED
234	6.5	2	LESS CONCERNED
1559	43.3	3	NEITHER MORE NOR LESS
1049	29.1	4	MORE CONCERNED
637	17.7	5	MUCH MORE CONCERNED
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q061B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

ARE YOU MORE CONCERNED ABOUT THESE THINGS TODAY THAN YOU
WERE A YEAR AGO?

A094 - WHETHER YOU WOULD BE ABLE TO GET A CIVILIAN JOB QUICKLY IF
YOU HAD TO

RAW DATA

COLS	LENGTH
0237-0238	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
105	2.9	1	MUCH LESS CONCERNED
217	6.0	2	LESS CONCERNED
1166	32.4	3	NEITHER MORE NOR LESS
1207	33.5	4	MORE CONCERNED
888	24.6	5	MUCH MORE CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q061C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

ARE YOU MORE CONCERNED ABOUT THESE THINGS TODAY THAN YOU
WERE A YEAR AGO?

A095 - THE FINANCIAL BURDEN ON YOU AND YOUR FAMILY SHOULD YOU HAVE
TO LEAVE THE ARMY UNEXPECTEDLY

RAW DATA

COLS	LENGTH
0239-0240	2

FREQ	PERCENT	VALUE	MEANING
22	.6	.	NO RESPONSE
78	2.2	1	MUCH LESS CONCERNED
160	4.4	2	LESS CONCERNED
913	25.3	3	NEITHER MORE NOR LESS
1128	31.3	4	MORE CONCERNED
1302	36.1	5	MUCH MORE CONCERNED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q061D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES IN QUESTION 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

A096 - THESE ISSUES HAVE NOT INFLUENCED THE WAY I FEEL; I STILL
WANT TO MAKE THE ARMY A CAREER.

RAW DATA

COLS	LENGTH
0241-0242	2

FREQ	PERCENT	VALUE	MEANING
68	1.9	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
2923	81.1	1	TRUE
610	16.9	0	FALSE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q062A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES IN QUESTION 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

B008 - THESE ISSUES HAVE NOT INFLUENCED THE WAY I FEEL; I STILL
WANT TO LEAVE THE ARMY AT THE END OF MY CURRENT OBLIGATION.

RAW DATA

COLS	LENGTH
0243-0244	2

FREQ	PERCENT	VALUE	MEANING
72	2.0	.	NO RESPONSE
5	.1	A	MULTIPLE RESPONSE ERROR
472	13.1	1	TRUE
1476	41.0	0	FALSE
1578	43.8	61	NOT APPLICABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q062B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES I QUESTIONS 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

A097 - THESE ISSUES HAVE INCREASED MY UNCERTAINTY ABOUT MY CAREER
IN THE ARMY AND I AM UNDECIDED ABOUT MAKING THE ARMY MY
CAREER.

RAW DATA

COLS	LENGTH
0245-0246	2

FREQ	PERCENT	VALUE	MEANING
111	3.1	.	NO RESPONSE
413	11.5	1	TRUE
3079	85.5	0	FALSE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q062C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES IN QUESTION 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

A098 - I AM TAKING A WAIT AND SEE APPROACH - WHAT SPECIFIC ACTIONS
ARE TAKEN AND HOW THESE ACTIONS AFFECT ME - BEFORE I MAKE
ANY DECISIONS.

RAW DATA

COLS	LENGTH
0247-0248	2

FREQ	PERCENT	VALUE	MEANING
94	2.6	.	NO RESPONSE
1662	46.1	1	TRUE
1847	51.3	0	FALSE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q062D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES IN QUESTION 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

A099 - I HAVE BEGUN TO COLLECT INFORMATION ABOUT CAREER OPTIONS
BOTH IN THE ARMY AND OUTSIDE.

RAW DATA

COLS	LENGTH
0249-0250	2

FREQ	PERCENT	VALUE	MEANING
86	2.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1830	50.8	1	TRUE
1686	46.8	0	FALSE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q062E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES IN QUESTION 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

A100 - I KNOW WHAT IT TAKES TO SUCCEED IN THE ARMY OR THE CIVILIAN
WORKFORCE; THESE OUTSIDE ISSUES ARE NOT AN INFLUENCE.

RAW DATA

COLS	LENGTH
0251-0252	2

FREQ	PERCENT	VALUE	MEANING
105	2.9	.	NO RESPONSE
1986	55.1	1	TRUE
1512	42.0	0	FALSE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q062F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HAVE THE ISSUES IN QUESTION 61 INFLUENCED HOW YOU FEEL
ABOUT MAKING THE ARMY YOUR CAREER?

A101 - I HAVE DEFINITELY DECIDED TO LEAVE THE ARMY AS A DIRECT
RESULT OF THE POTENTIAL CHANGES AND TROOP CUTS.

RAW DATA

COLS	LENGTH
0253-0254	2

FREQ	PERCENT	VALUE	MEANING
95	2.6	.	NO RESPONSE
154	4.3	1	TRUE
3354	93.1	0	FALSE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q062G

'990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102A - MY LACK OF EXPERIENCE IN THE ARMY

RAW DATA

COLS	LENGTH
0255-0256	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
68	1.9	1	MARKED
3491	96.9	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0631

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102B - MY CAREER GOALS ARE UNCLEAR

RAW DATA

COLS	LENGTH
0257-0258	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
167	4.6	1	MARKED
3392	94.1	0	NOT MARKED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q0632

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102C - INCONSISTENT OR UNCLEAR PROMOTION AND ASSIGNMENT CRITERIA

RAW DATA

COLS	LENGTH
0259-0260	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
1441	40.0	1	MARKED
2118	58.8	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0633

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102D - CHANGES IN ARMY MANPOWER NEEDS

RAW DATA

COLS	LENGTH
0261-0262	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
1870	51.9	1	MARKED
1689	46.9	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0634

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102E - IMPENDING CONGRESSIONAL ACTIONS (BUDGET, RIFS, ETC.)

RAW DATA

COLS	LENGTH
0263-0264	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
2331	64.7	1	MARKED
1228	34.1	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0635

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102Z - I DON'T HAVE ANY UNCERTAINTY

RAW DATA

COLS	LENGTH
0265-0266	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
577	16.0	1	MARKED
2982	82.8	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0636

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHAT ARE THE PRIMARY SOURCES OF ANY UNCERTAINTY YOU
HAVE RIGHT NOW ABOUT WHAT YOU COULD EXPECT FROM AN ARMY
CAREER?

A102F - OTHER

RAW DATA

COLS	LENGTH
0267-0268	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
175	4.9	1	MARKED
3384	93.9	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0637

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A103 - WHAT IS YOUR CURRENT MARITAL STATUS?

RAW DATA

COLS	LENGTH
0269-0270	2

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
2131	59.1	1	MARRIED FOR THE FIRST TIME
935	26.0	2	REMARIED, WAS DIVORCED OR WIDOWED
171	4.7	3	SINGLE AND NEVER MARRIED
87	2.4	4	LEGALLY SEPARATED OR FILING FOR DIVORCE
263	7.3	5	DIVORCED
5	.1	6	WIDOWED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q064

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A104 - HOW SUPPORTIVE IS YOUR SPOUSE/GIRLFRIEND/BOYFRIEND OF YOU
BEING IN THE ARMY NOW?

RAW DATA

COLS	LENGTH
0271-0272	2

FREQ	PERCENT	VALUE	MEANING
31	.9	.	NO RESPONSE
9	.2	-1	DON'T KNOW
294	8.2	51	DOES NOT APPLY, I AM NOT MARRIED AND THERE IS NO IMPORTANT GIRLFRIEND/BOYFRIEND IN MY LIFE RIGHT NOW
2246	62.3	5	VERY SUPPORTIVE
578	16.0	4	FAIRLY SUPPORTIVE
313	8.7	3	MIXED OR NEUTRAL
79	2.2	2	FAIRLY UNSUPPORTIVE
53	1.5	1	VERY UNSUPPORTIVE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q065

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A105 - HOW SUPPORTIVE IS YOUR SPOUSE/GIRLFRIEND/BOYFRIEND OF YOUR
MAKING A CAREER OF THE ARMY?

RAW DATA

COLS	LENGTH
0273-0274	2

FREQ	PERCENT	VALUE	MEANING
41	1.1	.	NO RESPONSE
10	.3	-1	DON'T KNOW
294	8.2	51	DOES NOT APPLY, I AM NOT MARRIED AND THERE IS NO IMPORTANT GIRLFRIEND/BOYFRIEND IN MY LIFE RIGHT NOW
2273	63.1	5	VERY SUPPORTIVE
490	13.6	4	FAIRLY SUPPORTIVE
339	9.4	3	MIXED OR NEUTRAL
80	2.2	2	FAIRLY UNSUPPORTIVE
76	2.1	1	VERY UNSUPPORTIVE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q066

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A106 - DO YOU HAVE A FINANCIAL PARTNER? THAT IS, DO YOU SHARE YOUR
MONEY AND DO FINANCIAL PLANNING WITH YOUR GIRLFRIEND/
BOYFRIEND AS IF YOU WERE MARRIED?

RAW DATA

COLS	LENGTH
0275-0276	2

FREQ	PERCENT	VALUE	MEANING
43	1.2	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
2342	65.0	53	DOES NOT APPLY, I AM MARRIED
233	6.5	54	DOES NOT APPLY, THERE IS NO IMPORTANT GIRLFRIEND/BOYFRIEND IN MY LIFE RIGHT NOW
747	20.7	1	YES
234	6.5	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q067

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A107 - IS YOUR SPOUSE OR FINANCIAL PARTNER WORKING FOR PAY OUTSIDE
THE HOUSE?

RAW DATA

COLS	LENGTH
0277-0278	2

FREQ	PERCENT	VALUE	MEANING
66	1.8	.	NO RESPONSE
4	.1	A	MULTIPLE RESPONSE ERROR
7	.2	-2	IMPLIED CONTINUATION
373	10.4	55	DOES NOT APPLY, I AM NOT MARRIED AND, I DO NOT HAVE A FINANCIAL PARTNER
1382	38.4	0	NO
1771	49.2	1	YES
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q068

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A108 - IS YOUR SPOUSE OR FINANCIAL PARTNER WORKING 35 OR
MORE HOURS PER WEEK?

RAW DATA

COLS	LENGTH
0279-0280	2

FREQ	PERCENT	VALUE	MEANING
94	2.6	.	NO RESPONSE
1755	48.7	60	VALID SKIP
1416	39.3	1	YES
338	9.4	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q068A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A109 - WHAT ARE YOUR SPOUSE OR FINANCIAL PARTNER'S MONTHLY
EARNINGS (BEFORE TAXES)?

RAW DATA

COLS	LENGTH
0281-0284	4

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q068B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A:10 - WOULD THIS INCOME ALSO END IF YOU LEFT THE ARMY?
THAT IS, WOULD HE/SHE ALSO HAVE TO LOOK FOR A NEW JCB
IN A NEW LOCATION?

RAW DATA

COLS	LENGTH
0285-0286	2

FREQ	PERCENT	VALUE	MEANING
64	1.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1755	48.7	60	VALID SKIP
1115	30.9	1	YES
668	18.5	0	NO
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q068C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A111 - APPROXIMATELY WHAT ARE YOUR TOTAL FAMILY SAVINGS THAT COULD
BE USED IF YOU NEEDED TIME TO FIND A NEW JOB?

RAW DATA

COLS	LENGTH
0287-0291	5

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q069

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

- A112 - AS OF TODAY, WHAT IS YOUR BEST ESTIMATE OF THE TOTAL AMOUNT OF MONEY YOU OWE? INCLUDE CAR AND PERSONAL LOANS, CREDIT CARD BALANCES, AND HOME EQUITY LOANS. DO NOT INCLUDE ANY HOME MORTGAGE ON YOUR RESIDENCE.

RAW DATA

COLS	LENGTH
0292-0296	5

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q070

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A113 - HOW DIFFICULT DO YOU THINK IT WOULD BE FOR YOU TO FIND
A GOOD CIVILIAN JOB RIGHT NOW, CONSIDERING BOTH YOUR
OWN QUALIFICATIONS AND CURRENT LABOR MARKET CONDITIONS?

RAW DATA

COLS	LENGTH
0297-0298	2

FREQ	PERCENT	VALUE	MEANING
14	.4	.	NO RESPONSE
240	6.7	5	VERY DIFFICULT
1130	31.4	4	DIFFICULT
1485	41.2	3	NOT PARTICULARLY DIFFICULT OR EASY
508	14.1	2	EASY
226	6.3	1	VERY EASY
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q071

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A114 - HOW DIFFICULT WOULD IT BE FOR YOU FINANCIALLY TO BE
UNEMPLOYED FOR 2 OR 3 MONTHS IF YOU NEEDED TIME TO FIND
A NEW JOB?

RAW DATA

COLS	LENGTH
0299-0300	2

FREQ	PERCENT	VALUE	MEANING
19	.5	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1656	46.0	5	VERY DIFFICULT
1169	32.4	4	DIFFICULT
580	16.1	3	NOT PARTICULARLY DIFFICULT OR EASY
122	3.4	2	EASY
56	1.6	1	VERY EASY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q072

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A115 - ARE YOU CURRENTLY WORKING FOR PAY AT A SECOND JOB
DURING OFF-DUTY HOURS?

RAW DATA

COLS	LENGTH
0301-0302	2

FREQ	PERCENT	VALUE	MEANING
29	.8	.	NO RESPONSE
1		-2	IMPLIED CONTINUATION
128	3.6	1	YES
3445	95.6	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q073

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A116 - IN A TYPICAL WEEK NOW, HOW MANY HOURS DO YOU WORK AT YOUR
SECOND JOB(S) IN OFF-DUTY HOURS?

RAW DATA

COLS	LENGTH
0303-0304	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q073A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A117 - HOW MUCH ARE YOU USUALLY PAID PER MONTH ON THE NON-ARMY
JOB(S)?

RAW DATA

COLS	LENGTH
0305-0308	4

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY
Q073B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A118 - HOW MANY DEPENDENT CHILDREN DO YOU HAVE?

RAW DATA

COLS	LENGTH
0309-0310	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
769	21.3	0	NONE
760	21.1	1	ONE
1294	35.9	2	TWO
532	14.8	3	THREE
180	5.0	4	FOUR
41	1.1	5	FIVE
19	.5	6	SIX OR MORE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q074

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A119 - HOW MANY DEPENDENT CHILDREN ARE NOW LIVING WITH YOU?

RAW DATA

COLS	LENGTH
0311-0312	2

FREQ	PERCENT	VALUE	MEANING
10	.3	.	NO RESPONSE
1040	28.9	0	NONE
792	22.0	1	ONE
1182	32.8	2	TWO
425	11.8	3	THREE
119	3.3	4	FOUR
25	.7	5	FIVE
10	.3	6	SIX OR MORE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q075

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A120 - WHERE IN THE COUNTRY TO LIVE

RAW DATA

COLS	LENGTH
0313-0314	2

FREQ	PERCENT	VALUE	MEANING
17	.5	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
1022	28.4	0	NOT AT ALL CONCERNED
772	21.4	1	SOMEWHAT CONCERNED
736	20.4	2	MODERATELY CONCERNED
605	16.8	3	VERY CONCERNED
449	12.5	4	EXTREMELY CONCERNED
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q076A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A121 - SECURING A JOB

RAW DATA

COLS	LENGTH
0315-0316	2

FREQ	PERCENT	VALUE	MEANING
11	.3	.	NO RESPONSE
229	6.4	0	NOT AT ALL CONCERNED
542	15.0	1	SOMEWHAT CONCERNED
616	17.1	2	MODERATELY CONCERNED
877	24.3	3	VERY CONCERNED
1328	36.9	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A122 - FINDING A PLACE TO LIVE

RAW DATA

COLS	LENGTH
0317-0318	2

FREQ	PERCENT	VALUE	MEANING
15	.4	.	NO RESPONSE
698	19.4	0	NOT AT ALL CONCERNED
624	17.3	1	SOMEWHAT CONCERNED
753	20.9	2	MODERATELY CONCERNED
767	21.3	3	VERY CONCERNED
746	20.7	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A123 - LIFE INSURANCE

RAW DATA

COLS	LENGTH
0319-0320	2

FREQ	PERCENT	VALUE	MEANING
21	.6	.	NO RESPONSE
1103	30.6	0	NOT AT ALL CONCERNED
837	23.2	1	SOMEWHAT CONCERNED
784	21.8	2	MODERATELY CONCERNED
487	13.5	3	VERY CONCERNED
371	10.3	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A124 - SEPARATION PAY

RAW DATA

COLS	LENGTH
0321-0322	2

FREQ	PERCENT	VALUE	MEANING
22	.6	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
433	12.0	0	NOT AT ALL CONCERNED
298	8.3	1	SOMEWHAT CONCERNED
359	10.0	2	MODERATELY CONCERNED
782	21.7	3	VERY CONCERNED
1708	47.4	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A125 - CHILD CARE AND SCHOOLS FOR FAMILY MEMBERS

RAW DATA

COLS	LENGTH
0323-0324	2

FREQ	PERCENT	VALUE	MEANING
23	.6	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
491	13.6	0	NOT AT ALL CONCERNED
456	12.7	1	SOMEWHAT CONCERNED
498	13.8	2	MODERATELY CONCERNED
609	16.9	3	VERY CONCERNED
660	18.3	4	EXTREMELY CONCERNED
863	24.2	60	NOT APPLICABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A126 - ADVANCING YOUR OWN EDUCATION

RAW DATA

COLS	LENGTH
0325-0326	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
655	18.2	0	NOT AT ALL CONCERNED
725	20.1	1	SOMEWHAT CONCERNED
763	21.2	2	MODERATELY CONCERNED
819	22.7	3	VERY CONCERNED
625	17.3	4	EXTREMELY CONCERNED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q076G

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A127 - SPOUSE EMPLOYMENT

RAW DATA

COLS	LENGTH
0327-0328	2

FREQ	PERCENT	VALUE	MEANING
22	.6	.	NO RESPONSE
3	.1	A	MULTIPLE RESPONSE ERROR
519	14.4	0	NOT AT ALL CONCERNED
507	14.1	1	SOMEWHAT CONCERNED
636	17.7	2	MODERATELY CONCERNED
726	20.1	3	VERY CONCERNED
642	17.8	4	EXTREMELY CONCERNED
548	15.2	60	NOT APPLICABLE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076H

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A128 - HEALTH INSURANCE

RAW DATA

COLS	LENGTH
0329-0330	2

FREQ	PERCENT	VALUE	MEANING
16	.4	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
298	8.3	0	NOT AT ALL CONCERNED
522	14.5	1	SOMEWHAT CONCERNED
605	16.8	2	MODERATELY CONCERNED
931	25.8	3	VERY CONCERNED
1230	34.1	4	EXTREMELY CONCERNED
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q0761

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A129 - HEALTH AND DENTAL CARE

RAW DATA

COLS	LENGTH
0331-0332	2

FREQ	PERCENT	VALUE	MEANING
13	.4	.	NO RESPONSE
217	6.0	0	NOT AT ALL CONCERNED
498	13.8	1	SOMEWHAT CONCERNED
580	16.1	2	MODERATELY CONCERNED
991	27.5	3	VERY CONCERNED
1304	36.2	4	EXTREMELY CONCERNED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q076J

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW CONCERNED WOULD YOU BE ABOUT THE FOLLOWING IF YOU WERE
TO BE INVOLUNTARILY SEPARATED?

A130 - UNEMPLOYMENT COMPENSATION

RAW DATA

COLS	LENGTH
0333-0334	2

FREQ	PERCENT	VALUE	MEANING
18	.5	.	NO RESPONSE
507	14.1	0	NOT AT ALL CONCERNED
451	12.5	1	SOMEWHAT CONCERNED
658	18.3	2	MODERATELY CONCERNED
825	22.9	3	VERY CONCERNED
1144	31.8	4	EXTREMELY CONCERNED
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q076K

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B009 - WHICH OF THE ITEMS IN 76 IS MOST IMPORTANT?

RAW DATA

COLS	LENGTH
0335-0336	2

FREQ	PERCENT	VALUE	MEANING
24	.7	.	NO RESPONSE
99	2.7	A	MULTIPLE RESPONSE ERROR
71	2.0	20	WHERE IN THE COUNTRY TO LIVE
2293	63.6	21	SECURING A JOB
117	3.2	22	FINDING A PLACE TO LIVE
2	.1	23	LIFE INSURANCE
430	11.9	24	SEPARATION PAY
90	2.5	25	CHILD CARE AND SCHOOLS FOR FAMILY MEMBERS
77	2.1	26	ADVANCING YOUR OWN EDUCATION
33	.9	27	SPOUSE EMPLOYMENT
136	3.8	28	HEALTH INSURANCE
215	6.0	29	HEALTH AND DENTAL CARE
16	.4	30	UNEMPLOYMENT COMPENSATION
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q077

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B010 - WHICH OF THE ITEMS IN 76 IS SECOND MOST IMPORTANT?

RAW DATA

COLS	LENGTH
0337-0338	2

FREQ	PERCENT	VALUE	MEANING
52	1.4	.	NO RESPONSE
79	2.2	A	MULTIPLE RESPONSE ERROR
202	5.6	20	WHERE IN THE COUNTRY TO LIVE
525	14.6	21	SECURING A JOB
801	22.2	22	FINDING A PLACE TO LIVE
26	.7	23	LIFE INSURANCE
514	14.3	24	SEPARATION PAY
155	4.3	25	CHILD CARE AND SCHOOLS FOR FAMILY MEMBERS
143	4.0	26	ADVANCING YOUR OWN EDUCATION
318	8.8	27	SPOUSE EMPLOYMENT
279	7.7	28	HEALTH INSURANCE
407	11.3	29	HEALTH AND DENTAL CARE
102	2.8	30	UNEMPLOYMENT COMPENSATION
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q078

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B011 - WHICH OF THE ITEMS IN 76 IS THIRD MOST IMPORTANT?

RAW DATA

COLS	LENGTH
0339-0340	2

FREQ	PERCENT	VALUE	MEANING
45	1.2	.	NO RESPONSE
63	1.7	A	MULTIPLE RESPONSE ERROR
236	6.6	20	WHERE IN THE COUNTRY TO LIVE
225	6.2	21	SECURING A JOB
474	13.2	22	FINDING A PLACE TO LIVE
57	1.6	23	LIFE INSURANCE
462	12.8	24	SEPARATION PAY
282	7.8	25	CHILD CARE AND SCHOOLS FOR FAMILY MEMBERS
246	6.8	26	ADVANCING YOUR OWN EDUCATION
364	10.1	27	SPOUSE EMPLOYMENT
328	9.1	28	HEALTH INSURANCE
598	16.6	29	HEALTH AND DENTAL CARE
223	6.2	30	UNEMPLOYMENT COMPENSATION
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q079

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A131 - DURING THE LAST YEAR, HOW MANY CIVILIAN JOBS HAVE YOU
ACTUALLY APPLIED FOR IN CASE YOU LEAVE THE ARMY?

RAW DATA

COLS	LENGTH
0341-0342	2

FREQ	PERCENT	VALUE	MEANING
5	.1	.	NO RESPONSE
3292	91.4	0	NONE
86	2.4	1	ONE
71	2.0	2	TWO
149	4.1	3	THREE OR MORE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q080

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A132 - ARE YOU CURRENTLY SEEKING ANY INFORMATION ABOUT CIVILIAN
JOBS FOR YOURSELF IN CASE YOU LEAVE THE ARMY?

RAW DATA

COLS	LENGTH
0343-0344	2

FREQ	PERCENT	VALUE	MEANING
5	.1	.	NO RESPONSE
1426	39.6	1	YES
2172	60.3	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q081

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A133 - "HOW TO FIND A JOB" TRAINING

RAW DATA

COLS	LENGTH
0345-0346	2

FREQ	PERCENT	VALUE	MEANING
36	1.0	.	NO RESPONSE
528	14.7	0	NOT AT ALL IMPORTANT
765	21.2	1	SOMEWHAT IMPORTANT
694	19.3	2	MODERATELY IMPORTANT
836	23.2	3	VERY IMPORTANT
744	20.6	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A134 - LABOR MARKET INFORMATION

RAW DATA

COLS	LENGTH
0347-0348	2

FREQ	PERCENT	VALUE	MEANING
37	1.0	.	NO RESPONSE
234	6.5	0	NOT AT ALL IMPORTANT
465	12.9	1	SOMEWHAT IMPORTANT
670	18.6	2	MODERATELY IMPORTANT
1231	34.2	3	VERY IMPORTANT
966	26.8	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A135 - DATABASES OF JOB VACANCIES

RAW DATA

COLS	LENGTH
0349-0350	2

FREQ	PERCENT	VALUE	MEANING
38	1.1	.	NO RESPONSE
108	3.0	0	NOT AT ALL IMPORTANT
293	8.1	1	SOMEWHAT IMPORTANT
541	15.0	2	MODERATELY IMPORTANT
1285	35.7	3	VERY IMPORTANT
1338	37.1	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A136 - DATABASES OF EMPLOYERS INTERESTED IN HIRING VETERANS

RAW DATA

COLS	LENGTH
0351-0352	2

FREQ	PERCENT	VALUE	MEANING
33	.9	.	NO RESPONSE
123	3.4	0	NOT AT ALL IMPORTANT
240	6.7	1	SOMEWHAT IMPORTANT
442	12.3	2	MODERATELY IMPORTANT
1217	33.8	3	VERY IMPORTANT
1548	43.0	4	EXTREMELY IMPORTANT
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q082D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A137 - INDIVIDUAL JOB SEARCH COUNSELING

RAW DATA

COLS	LENGTH
0353-0354	2

FREQ	PERCENT	VALUE	MEANING
43	1.2	.	NO RESPONSE
317	8.8	0	NOT AT ALL IMPORTANT
582	16.2	1	SOMEWHAT IMPORTANT
901	25.0	2	MODERATELY IMPORTANT
993	27.6	3	VERY IMPORTANT
767	21.3	4	EXTREMELY IMPORTANT
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q082E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A138 - RESUME WRITING CLASSES

RAW DATA

COLS	LENGTH
0355-0356	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
405	11.2	0	NOT AT ALL IMPORTANT
554	15.4	1	SOMEWHAT IMPORTANT
798	22.1	2	MODERATELY IMPORTANT
952	26.4	3	VERY IMPORTANT
860	23.9	4	EXTREMELY IMPORTANT
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q082F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A139 - INDIVIDUAL FINANCIAL COUNSELING

RAW DATA

COLS	LENGTH
0357-0358	2

FREQ	PERCENT	VALUE	MEANING
47	1.3	.	NO RESPONSE
761	21.1	0	NOT AT ALL IMPORTANT
886	24.6	1	SOMEWHAT IMPORTANT
895	24.8	2	MODERATELY IMPORTANT
565	15.7	3	VERY IMPORTANT
449	12.5	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082G

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A140 - FINANCIAL CLASSES (WHERE TO APPLY FOR UNEMPLOYMENT, WHERE
TO GET LOANS TILL YOU GET FIRST PAYCHECK)

RAW DATA

COLS	LENGTH
0359-0360	2

FREQ	PERCENT	VALUE	MEANING
32	.9	.	NO RESPONSE
576	16.0	0	NOT AT ALL IMPORTANT
811	22.5	1	SOMEWHAT IMPORTANT
840	23.3	2	MODERATELY IMPORTANT
760	21.1	3	VERY IMPORTANT
584	16.2	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082H

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A141 - WHAT TO LOOK FOR IN CIVILIAN BENEFIT PACKAGES - WHAT
DIFFERENT PLANS ARE OFFERED FOR RETIREMENT, HEALTH
INSURANCE, ETC.

RAW DATA

COLS	LENGTH
0361-0362	2

FREQ	PERCENT	VALUE	MEANING
30	.8	.	NO RESPONSE
249	6.9	0	NOT AT ALL IMPORTANT
473	13.1	1	SOMEWHAT IMPORTANT
806	22.4	2	MODERATELY IMPORTANT
1134	31.5	3	VERY IMPORTANT
911	25.3	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0821

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A142 - EDUCATION PLANNING - HOW TO USE MILITARY BENEFITS, HOW
AND WHEN TO APPLY, SCHOOL COSTS, ETC.

RAW DATA

COLS	LENGTH
0363-0364	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
255	7.1	0	NOT AT ALL IMPORTANT
494	13.7	1	SOMEWHAT IMPORTANT
806	22.4	2	MODERATELY IMPORTANT
1113	30.9	3	VERY IMPORTANT
901	25.0	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082J

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A143 - INFORMATION ON STATES OFFERING JOB TRAINING

RAW DATA

COLS	LENGTH
0365-0366	2

FREQ	PERCENT	VALUE	MEANING
44	1.2	.	NO RESPONSE
484	13.4	0	NOT AT ALL IMPORTANT
594	16.5	1	SOMEWHAT IMPORTANT
787	21.8	2	MODERATELY IMPORTANT
993	27.6	3	VERY IMPORTANT
701	19.5	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082K

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A144 - LEGAL ISSUES SUCH AS AGE DISCRIMINATION

RAW DATA

COLS	LENGTH
0367-0368	2

FREQ	PERCENT	VALUE	MEANING
39	1.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
777	21.6	0	NOT AT ALL IMPORTANT
827	23.0	1	SOMEWHAT IMPORTANT
839	23.3	2	MODERATELY IMPORTANT
621	17.2	3	VERY IMPORTANT
499	13.8	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082L

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A145 - PAID TIME OFF - NOT CHARGED TO LEAVE - TO VISIT AREAS
WHERE YOU MAY WISH TO RELOCATE

RAW DATA

COLS	LENGTH
0369-0370	2

FREQ	PERCENT	VALUE	MEANING
34	.9	.	NO RESPONSE
184	5.1	0	NOT AT ALL IMPORTANT
346	9.6	1	SOMEWHAT IMPORTANT
633	17.6	2	MODERATELY IMPORTANT
1104	30.6	3	VERY IMPORTANT
1302	36.1	4	EXTREMELY IMPORTANT
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q082M

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HOW IMPORTANT WOULD THE FOLLOWING JOB SEARCH TOOLS BE IF
YOU WERE INVOLUNTARILY SEPARATED?

A146 - PAID TIME OFF - NOT CHARGED TO LEAVE - FOR JOB INTERVIEWS

RAW DATA

COLS	LENGTH
0371-0372	2

FREQ	PERCENT	VALUE	MEANING
42	1.2	.	NO RESPONSE
151	4.2	0	NOT AT ALL IMPORTANT
288	8.0	1	SOMEWHAT IMPORTANT
571	15.8	2	MODERATELY IMPORTANT
1134	31.5	3	VERY IMPORTANT
1417	39.3	4	EXTREMELY IMPORTANT
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q082N

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147A - "HOW TO FIND A JOB" TRAINING.

RAW DATA

COLS	LENGTH
0373-0374	2

FREQ	PERCENT	VALUE	MEANING
841	23.3	1	MARKED
2762	76.7	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147B - LABOR MARKET INFORMATION.

RAW DATA

COLS	LENGTH
0375-0376	2

FREQ	PERCENT	VALUE	MEANING
1387	38.5	1	MARKED
2216	61.5	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147C - DATABASES OF JOB VACANCIES.

RAW DATA

COLS	LENGTH
0377-0378	2

FREQ	PERCENT	VALUE	MEANING
1979	54.9	1	MARKED
1624	45.1	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083C

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147D - DATABASES OF EMPLOYERS INTERESTED IN HIRING VETERANS.

RAW DATA

COLS	LENGTH
0379-0380	2

FREQ	PERCENT	VALUE	MEANING
1865	51.8	1	MARKED
1738	48.2	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083D

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147E - INDIVIDUAL JOB SEARCH COUNSELING.

RAW DATA

COLS	LENGTH
0381-0382	2

FREQ	PERCENT	VALUE	MEANING
800	22.2	1	MARKED
2803	77.8	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147F - RESUME WRITING CLASSES.

RAW DATA

COLS	LENGTH
0383-0384	2

FREQ	PERCENT	VALUE	MEANING
988	27.4	1	MARKED
2615	72.6	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147G - INDIVIDUAL FINANCIAL COUNSELING.

RAW DATA

COLS	LENGTH
0385-0386	2

FREQ	PERCENT	VALUE	MEANING
389	10.8	1	MARKED
3214	89.2	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083G

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147H - FINANCIAL CLASSES (WHERE TO APPLY FOR UNEMPLOYMENT,
WHERE TO GET LOANS TILL YOU GET FIRST PAYCHECK).

RAW DATA

COLS	LENGTH
0387-0388	2

FREQ	PERCENT	VALUE	MEANING
617	17.1	1	MARKED
2986	82.9	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083H

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A1471 - WHAT TO LOOK FOR IN CIVILIAN BENEFIT PACKAGES - WHAT
DIFFERENT PLANS ARE OFFERED FOR RETIREMENT, HEALTH
INSURANCE, ETC.

RAW DATA

COLS	LENGTH
0389-0390	2

FREQ	PERCENT	VALUE	MEANING
1118	31.0	1	MARKED
2485	69.0	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0831

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147J - EDUCATION PLANNING - HOW TO USE MILITARY BENEFITS,
HOW AND WHEN TO APPLY, SCHOOL COSTS, ETC.

RAW DATA

COLS	LENGTH
0391-0392	2

FREQ	PERCENT	VALUE	MEANING
1106	30.7	1	MARKED
2497	69.3	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083J

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147K - INFORMATION ON STATES OFFERING JOB TRAINING.

RAW DATA

COLS	LENGTH
0393-0394	2

FREQ	PERCENT	VALUE	MEANING
701	19.5	1	MARKED
2902	80.5	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083K

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147L - LEGAL ISSUES SUCH AS AGE DISCRIMINATION.

RAW DATA

COLS	LENGTH
0395-0396	2

FREQ	PERCENT	VALUE	MEANING
422	11.7	1	MARKED
3181	88.3	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083L

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147M - PAID TIME OFF - NOT CHARGED TO LEAVE - TO VISIT AREAS
WHERE YOU MAY WISH TO RELOCATE.

RAW DATA

COLS	LENGTH
0397-0398	2

FREQ	PERCENT	VALUE	MEANING
1611	44.7	1	MARKED
1992	55.3	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083M

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHICH OF THE TOOLS LISTED IN 82 ARE ESSENTIAL TO YOU?

A147N - PAID TIME OFF - NOT CHARGED TO LEAVE - FOR JOB
INTERVIEWS.

RAW DATA

COLS	LENGTH
0399-0400	2

FREQ	PERCENT	VALUE	MEANING
1756	48.7	1	MARKED
1847	51.3	0	NOT MARKED
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q083N

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A148 - ARE THERE OTHER JOB TOOLS THAT YOU THINK ARE ESSENTIAL?

RAW DATA

COLS	LENGTH
0401-0402	2

FREQ	PERCENT	VALUE	MEANING
116	3.2	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
218	6.1	3	YES
1104	30.6	1	NO
2164	60.1	2	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q084

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A149 - WHERE WOULD YOU BE MOST COMFORTABLE GOING FOR JOB SEARCH SERVICES?

RAW DATA

COLS	LENGTH
0403-0404	2

FREQ	PERCENT	VALUE	MEANING
46	1.3	.	NO RESPONSE
63	1.7	A	MULTIPLE RESPONSE ERROR
210	5.8	1	ARMY COMMUNITY SERVICES
814	22.6	2	CIVILIAN PERSONNEL OFFICE
287	8.0	3	TRANSITION POINT
241	6.7	4	EDUCATION CENTER
165	4.6	5	RECRUITING STATION IN TOWN WHERE I WILL SETTLE
438	12.2	6	OTHER
1339	37.2	7	DOES NOT MATTER TO ME
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q085

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A150 - WHAT IS YOUR HOME OF RECORD?

RAW DATA

COLS	LENGTH
0405-0406	2

FREQ	PERCENT	VALUE	MEANING
490	13.6	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
71	2.0	AL	ALABAMA
17	.5	AK	ALASKA
43	1.2	AZ	ARIZONA
31	.9	AR	ARKANSAS
274	7.6	CA	CALIFORNIA
40	1.1	CO	COLORADO
36	1.0	CT	CONNECTICUT
6	.2	DE	DELAWARE
3	.1	DC	DISTRICT OF COLUMBIA
309	8.6	FL	FLORIDA
86	2.4	GA	GEORGIA
16	.4	HI	HAWAII
25	.7	ID	IDAHO
120	3.3	IL	ILLINOIS
51	1.4	IN	INDIANA
35	1.0	IA	IOWA
20	.6	KS	KANSAS
39	1.1	KY	KENTUCKY

(CONTINUED)

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A150 - WHAT IS YOUR HOME OF RECORD?

FREQ	PERCENT	VALUE	MEANING
32	.9	LA	LOUISIANA
24	.7	ME	MAINE
38	1.1	MD	MARYLAND
38	1.1	MA	MASSACHUSETTS
106	2.9	MI	MICHIGAN
55	1.5	MN	MINNESOTA
23	.6	MS	MISSISSIPPI
80	2.2	MO	MISSOURI
17	.5	MT	MONTANA
19	.5	NE	NEBRASKA
16	.4	NV	NEVADA
29	.8	NH	NEW HAMPSHIRE
58	1.6	NJ	NEW JERSEY
18	.5	NM	NEW MEXICO
160	4.4	NY	NEW YORK
79	2.2	NC	NORTH CAROLINA
4	.1	ND	NORTH DAKOTA
103	2.9	OH	OHIO
30	.8	OK	OKLAHOMA
40	1.1	OR	OREGON

(CONTINUED)

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A150 - WHAT IS YOUR HOME OF RECORD?

FREQ	PERCENT	VALUE	MEANING
139	3.9	PA	PENNSYLVANIA
9	.2	RI	RHODE ISLAND
34	.9	SC	SOUTH CAROLINA
13	.4	SD	SOUTH DAKOTA
92	2.6	TN	TENNESSEE
294	8.2	TX	TEXAS
5	.1	UT	UTAH
14	.4	VT	VERMONT
87	2.4	VA	VIRGINIA
76	2.1	WA	WASHINGTON
28	.8	WV	WEST VIRGINIA
50	1.4	WI	WISCONSIN
9	.2	WY	WYOMING
43	1.2	RQ	PUERTO RICO
7	.2	VQ	VIRGIN ISLANDS
2	.1	AQ	AMERICAN SAMOA
7	.2	GQ	GUAM
11	.3	QQ	OTHER
3603	100.2	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q086

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A151 - WOULD YOU PCS TO YOUR HOME OF RECORD IF YOU WERE
INVOLUNTARILY SEPARATED OR ACCEPTED A VOLUNTARY EARLY
OUT?

RAW DATA

COLS	LENGTH
0407-0408	2

FREQ	PERCENT	VALUE	MEANING
149	4.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
170	4.7	-2	IMPLIED CONTINUATION
1292	35.9	1	YES
1991	55.3	0	NO
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q087

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A152 - TO WHAT STATE WOULD YOU MOVE?

RAW DATA

COLS	LENGTH
0409-0410	2

FREQ	PERCENT	VALUE	MEANING
286	7.9	.	NO RESPONSE
98	2.7	A	MULTIPLE RESPONSE ERROR
1222	33.9	-6	VALID SKIP
157	4.4	AL	ALABAMA
38	1.1	AK	ALASKA
91	2.5	AZ	ARIZONA
11	.3	AR	ARKANSAS
70	1.9	CA	CALIFORNIA
96	2.7	CO	COLORADO
2	.1	CT	CONNECTICUT
2	.1	DE	DELAWARE
10	.3	DC	DISTRICT OF COLUMBIA
197	5.5	FL	FLORIDA
132	3.7	GA	GEORGIA
18	.5	HI	HAWAII
7	.2	ID	IDAHO
9	.2	IL	ILLINOIS
10	.3	IN	INDIANA
3	.1	IA	IOWA
16	.4	KS	KANSAS

(CONTINUED)

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A152 - TO WHAT STATE WOULD YOU MOVE?

FREQ	PERCENT	VALUE	MEANING
32	.9	KY	KENTUCKY
15	.4	LA	LOUISIANA
8	.2	ME	MAINE
52	1.4	MD	MARYLAND
13	.4	MA	MASSACHUSETTS
13	.4	MI	MICHIGAN
12	.3	MN	MINNESOTA
5	.1	MS	MISSISSIPPI
19	.5	MO	MISSOURI
10	.3	MT	MONTANA
3	.1	NE	NEBRASKA
17	.5	NV	NEVADA
10	.3	NH	NEW HAMPSHIRE
6	.2	NJ	NEW JERSEY
16	.4	NM	NEW MEXICO
14	.4	NY	NEW YORK
127	3.5	NC	NORTH CAROLINA
14	.4	OH	OHIO
15	.4	OK	OKLAHOMA
12	.3	OR	OREGON

(CONTINUED)

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A152 - TO WHAT STATE WOULD YOU MOVE?

FREQ	PERCENT	VALUE	MEANING
24	.7	PA	PENNSYLVANIA
1		RI	RHODE ISLAND
27	.7	SC	SOUTH CAROLINA
5	.1	SD	SOUTH DAKOTA
83	2.3	TN	TENNESSEE
194	5.4	TX	TEXAS
8	.2	UT	UTAH
5	.1	VT	VERMONT
142	3.9	VA	VIRGINIA
155	4.3	WA	WASHINGTON
3	.1	WV	WEST VIRGINIA
11	.3	WI	WISCONSIN
4	.1	WY	WYOMING
1		RQ	PUERTO RICO
2	.1	VQ	VIRGIN ISLANDS
1		AQ	AMERICAN SAMOA
49	1.4	QQ	OTHER
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q088

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B012 - IF PROMOTION SELECTION RATES ARE DECREASED IN THE FUTURE,
WOULD YOU STAY ON BEYOND YOUR INITIAL OBLIGATION?

RAW DATA

COLS	LENGTH
0411-0412	2

FREQ	PERCENT	VALUE	MEANING
32	.9	.	NO RESPONSE
1558	43.2	61	NOT APPLICABLE, I AM NOT OBLIGATED
629	17.5	5	DEFINITELY
665	18.5	4	PROBABLY
378	10.5	2	PROBABLY NOT
211	5.9	1	DEFINITELY NOT
130	3.6	3	DON'T KNOW
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q089

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B013 - SUPPOSE YOU WERE OFFERED THE OPPORTUNITY TO VOLUNTARILY
SEPARATE WITH NO REQUIREMENT TO COMPLETE YOUR OBLIGATION
IN A RESERVE OR GUARD UNIT. WOULD YOU DO SO?

RAW DATA

COLS	LENGTH
0413-0414	2

FREQ	PERCENT	VALUE	MEANING
41	1.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1667	46.3	61	NOT APPLICABLE, I AM NOT OBLIGATED
112	3.1	5	DEFINITELY
181	5.0	4	PROBABLY
541	15.0	2	PROBABLY NOT
901	25.0	1	DEFINITELY NOT
159	4.4	3	DON'T KNOW
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q090

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B014 - SUPPOSE YOU WERE OFFERED THE OPPORTUNITY TO VOLUNTARILY
SEPARATE TO COMPLETE YOUR OBLIGATION IN A RESERVE OR
GUARD UNIT. WOULD YOU DO SO?

RAW DATA

COLS	LENGTH
0415-0416	2

FREQ	PERCENT	VALUE	MEANING
38	1.1	.	NO RESPONSE
1654	45.9	61	NOT APPLICABLE, I AM NOT OBLIGATED
153	4.2	5	DEFINITELY
292	8.1	4	PROBABLY
514	14.3	2	PROBABLY NOT
779	21.6	1	DEFINITELY NOT
173	4.8	3	DON'T KNOW
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q091

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A153 - DOES THE PROSPECT OF PARTICIPATION IN SPECIAL FORCES
MAKE STAYING ON ACTIVE DUTY MORE OR LESS APPEALING?

RAW DATA

COLS	LENGTH
0417-0418	2

FREQ	PERCENT	VALUE	MEANING
36	1.0	.	NO RESPONSE
317	8.8	5	MUCH MORE APPEALING
582	16.2	4	MORE APPEALING
796	22.1	2	LESS APPEALING
825	22.9	1	MUCH LESS APPEALING
1047	29.1	3	NOT SURE
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q092

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A154 - DOES THE PROSPECT OF PARTICIPATION IN THE RESERVE
COMPONENTS MAKE LEAVING ACTIVE DUTY MORE OR LESS
APPEALING?

RAW DATA

COLS	LENGTH
0419-0420	2

FREQ	PERCENT	VALUE	MEANING
40	1.1	.	NO RESPONSE
118	3.3	5	MUCH MORE APPEALING
560	15.5	4	MORE APPEALING
978	27.1	2	LESS APPEALING
660	18.3	1	MUCH LESS APPEALING
1247	34.6	3	NOT SURE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q093

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

A155 - WOULD YOU BE MORE WILLING TO OPT FOR A VOLUNTARY RELEASE PROGRAM IF YOU WERE ASSURED OF COMPLETING THE RESERVE TIME NECESSARY TO QUALIFY FOR RESERVE RETIREMENT AT AGE 60?

RAW DATA

COLS	LENGTH
0421-0422	2

FREQ	PERCENT	VALUE	MEANING
14	.4	.	NO RESPONSE
844	23.4	65	NOT APPLICABLE, I AM ELIGIBLE FOR RETIREMENT
212	5.9	5	DEFINITELY
498	13.8	4	PROBABLY
700	19.4	2	PROBABLY NOT
985	27.3	1	DEFINITELY NOT
350	9.7	3	DON'T KNOW
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q094

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SUPPOSE YOU VOLUNTARILY LEAVE ACTIVE DUTY BEFORE BECOMING
RETIREMENT ELIGIBLE AND SERVICE IN THE RESERVE COMPONENTS
IS NOT MANDATED FOR YOU. HOW LIKELY IS IT THAT YOU WOULD
CONTINUE YOUR CAREER IN AN...

B015 - ARMY RESERVE UNIT?

RAW DATA

COLS	LENGTH
0423-0424	2

FREQ	PERCENT	VALUE	MEANING
28	.8	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
890	24.7	65	NOT APPLICABLE, I AM ELIGIBLE FOR RETIREMENT
491	13.6	5	DEFINITELY
935	26.0	4	PROBABLY
570	15.8	2	PROBABLY NOT
304	8.4	1	DEFINITELY NOT
384	10.7	3	DON'T KNOW
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q095A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SUPPOSE YOU VOLUNTARILY LEAVE ACTIVE DUTY BEFORE BECOMING
RETIREMENT ELIGIBLE AND SERVICE IN THE RESERVE COMPONENTS
IS NOT MANDATED FOR YOU. HOW LIKELY IS IT THAT YOU WOULD
CONTINUE YOUR CAREER IN AN...

B016 - ARMY NATIONAL GUARD UNIT?

RAW DATA	
COLS	LENGTH
0425-0426	2

FREQ	PERCENT	VALUE	MEANING
81	2.2	.	NO RESPONSE
877	24.3	65	NOT APPLICABLE, I AM ELIGIBLE FOR RETIREMENT
397	11.0	5	DEFINITELY
878	24.4	4	PROBABLY
623	17.3	2	PROBABLY NOT
322	8.9	1	DEFINITELY NOT
425	11.8	3	DON'T KNOW
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q095B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SUPPOSE YOU WERE INVOLUNTARILY RELEASED FROM ACTIVE DUTY BEFORE BECOMING RETIREMENT ELIGIBLE AND SERVICE IN THE RESERVE COMPONENTS IS NOT MANDATED FOR YOU. HOW LIKELY IS IT THAT YOU WOULD CONTINUE YOUR CAREER IN AN...

B017 - ARMY RESERVE UNIT?

RAW DATA

COLS	LENGTH
0427-0428	2

FREQ	PERCENT	VALUE	MEANING
27	.7	.	NO RESPONSE
877	24.3	65	NOT APPLICABLE, I AM ELIGIBLE FOR RETIREMENT
584	16.2	5	DEFINITELY
943	26.2	4	PROBABLY
554	15.4	2	PROBABLY NOT
298	8.3	1	DEFINITELY NOT
320	8.9	3	DON'T KNOW
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q096A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SUPPOSE YOU WERE INVOLUNTARILY RELEASED FROM ACTIVE DUTY
BEFORE BECOMING RETIREMENT ELIGIBLE AND SERVICE IN THE
RESERVE COMPONENTS IS NOT MANDATED FOR YOU. HOW LIKELY
IS IT THAT YOU WOULD CONTINUE YOUR CAREER IN AN...

B018 - ARMY NATIONAL GUARD UNIT?

RAW DATA

COLS	LENGTH
0429-0430	2

FREQ	PERCENT	VALUE	MEANING
67	1.9	.	NO RESPONSE
862	23.9	65	NOT APPLICABLE, I AM ELIGIBLE FOR RETIREMENT
498	13.8	5	DEFINITELY
894	24.8	4	PROBABLY
584	16.2	2	PROBABLY NOT
330	9.2	1	DEFINITELY NOT
368	10.2	3	DON'T KNOW
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q0968

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

W001 - SUPPOSE THE TIME IN GRADE REQUIREMENT FOR RETIREMENT
ELIGIBILITY WERE REDUCED FROM 2 YEARS TO 1 YEAR. WOULD
YOU RETIRE IN YOUR SERVING GRADE UPON COMPLETING 1 YEAR
IN GRADE?

RAW DATA

COLS	LENGTH
0431-0432	2

FREQ	PERCENT	VALUE	MEANING
31	.9	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
1977	54.9	60	NOT APPLICABLE - I HAVE LESS THAN 17 YEARS OF SERVICE
622	17.3	3	YES
632	17.5	1	NO
340	9.4	2	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q097

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B019 - SUPPOSE YOU WERE IN A YEAR GROUP (I.E. ZONE OF CONSIDERATION) BEING CONSIDERED FOR REDUCTION-IN-FORCE (RIF), AND WERE ELIGIBLE FOR SEPARATION PAY IF YOU VOLUNTARILY REQUESTED SEPERATION.
WOULD YOU APPLY FOR RELEASE FROM ACTIVE DUTY?

RAW DATA

COLS	LENGTH
0433-0434	2

FREQ	PERCENT	VALUE	MEANING
38	1.1	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
259	7.2	5	DEFINITELY YES
500	13.9	4	PROBABLY YES
921	25.6	2	PROBABLY NO
1305	36.2	1	DEFINITELY NO
579	16.1	3	DON'T KNOW
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q098

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

INSTEAD OF INVOLUNTARY SEPARATION, WOULD YOU AGREE TO...

B020 - ...SERVE AS AN ENLISTED SOLDIER UNTIL ELIGIBLE TO RETIRE AT
YOUR HIGHEST GRADE?

RAW DATA

COLS	LENGTH
0435-0436	2

FREQ	PERCENT	VALUE	MEANING
94	2.6	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
585	16.2	65	NOT APPLICABLE, ALREADY ELIGIBLE
339	9.4	3	DON'T KNOW
864	24.0	1	DEFINITELY NOT
413	11.5	2	PROBABLY NOT
759	21.1	4	PROBABLY
548	15.2	5	DEFINITELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q099A

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

INSTEAD OF INVOLUNTARY SEPARATION, WOULD YOU AGREE TO...

W002 - ...RECLASSIFICATION TO A SHORTAGE WARRANT OFFICER MOS EVEN
THOUGH EXTENSIVE TRAINING MIGHT BE REQUIRED?

RAW DATA

COLS	LENGTH
0437-0438	2

FREQ	PERCENT	VALUE	MEANING
42	1.2	.	NO RESPONSE
2	.1	A	MULTIPLE RESPONSE ERROR
531	14.7	65	NOT APPLICABLE, ALREADY ELIGIBLE
216	6.0	3	DON'T KNOW
322	8.9	1	DEFINITELY NOT
208	5.8	2	PROBABLY NOT
948	26.3	4	PROBABLY
1334	37.0	5	DEFINITELY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q099B

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B021 - WOULD YOU PREFER EACH YEAR GROUP (I.E., ZONE OF CONSIDERATION) BE VULNERABLE TO RIF OR SELECTION FOR EARLY RETIREMENT ONCE (LARGE NUMBER) OR MORE THAN ONCE (SMALLER NUMBER EACH YEAR) DURING THE ARMY'S TRANSITION TO A SMALLER FORCE?

RAW DATA

COLS	LENGTH
0439-0440	2

FREQ	PERCENT	VALUE	MEANING
32	.9	.	NO RESPONSE
642	17.8	5	1 STRONGLY PREFER ONCE
769	21.3	4	1 PREFER ONCE
623	17.3	2	1 PREFER MORE THAN ONCE
603	16.7	1	1 STRONGLY PREFER MORE THAN ONCE
934	25.9	3	NOT SURE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q100

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

B022 - DO YOU THINK A 5-YEAR TOUR STABILIZATION IS A GOOD COST SAVINGS MEASURE?

RAW DATA

COLS	LENGTH
0441-0442	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
2132	59.2	5	DEFINITELY
1034	28.7	4	PROBABLY
190	5.3	2	PROBABLY NOT
122	3.4	1	DEFINITELY NOT
113	3.1	3	DON'T KNOW
3603	100.0	TOTALS	

LOCATION IN SURVEY

Q101

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

W003 - WOULD YOU RATHER HOLD PROMOTION OPPORTUNITY CONSTANT IN LINE WITH TWOS GUIDELINES AND LET THE PIN-ON-POINT LENGTHEN, OR VARY PROMOTION OPPORTUNITY SO THAT PIN-ON-POINT REMAINS MORE IN LINE WITH TWOS?

RAW DATA

COLS	LENGTH
0443-0444	2

FREQ	PERCENT	VALUE	MEANING
12	.3	.	NO RESPONSE
1		A	MULTIPLE RESPONSE ERROR
980	27.2	5	1 STRONGLY PREFER HOLDING PROMOTION OPPORTUNITY CONSTANT
830	23.0	4	1 PREFER HOLDING PROMOTION OPPORTUNITY CONSTANT
660	18.3	2	1 PREFER VARYING PROMOTION OPPORTUNITY
376	10.4	1	1 STRONGLY PREFER VARYING PROMOTION OPPORTUNITY
744	20.6	3	NOT SURE
3603	99.8	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY
Q102

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

W004 - WOULD YOU PREFER THAT REQUIRED REDUCTIONS BE ACCOMPLISHED BY RIF ONLY, GUARANTEEING TWOS OPPORTUNITY GOALS (I.E., 44% TO MW4/CW5, 75% TO CW4, 80% TO CW3), OR BE A COMBINATION OF RIF AND LOWERED PROMOTION OPPORTUNITY?

RAW DATA

COLS	LENGTH
0445-0446	2

FREQ	PERCENT	VALUE	MEANING
13	.4	.	NO RESPONSE
762	21.1	5	I STRONGLY PREFER REQUIRED REDUCTIONS BE ACCOMPLISHED BY RIF ONLY
723	20.1	4	I PREFER REQUIRED REDUCTIONS BE ACCOMPLISHED BY RIF ONLY
1041	28.9	2	I PREFER A COMBINATION
398	11.0	1	I STRONGLY PREFER A COMBINATION
666	18.5	3	NOT SURE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q103

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

W005 - SUPPOSE THE WARRANT OFFICER MANAGEMENT ACT BECAME LAW.
WHICH OF THE FOLLOWING WOULD THEN BEST DESCRIBE YOUR
CAREER INTENTIONS?

RAW DATA

COLS	LENGTH
0447-0448	2

FREQ	PERCENT	VALUE	MEANING
73	2.0	.	NO RESPONSE
1318	36.6	70	NOT SURE OF WHAT THIS LAW WOULD MEAN TO ME
1140	31.6	7	WOULD PLAN TO STAY IN THE ARMY BEYOND 20 YEARS
777	21.6	6	WOULD PLAN TO STAY IN THE ARMY UNTIL RETIREMENT AT 20 YEARS
36	1.0	5	HAVE STAYED BEYOND MY OBLIGATION, BUT AM UNDECIDED ABOUT STAYING UNTIL RETIREMENT
36	1.0	4	WOULD PLAN TO STAY IN THE ARMY BEYOND MY OBLIGATION, BUT AM UNDECIDED ABOUT STAYING UNTIL RETIREMENT
100	2.8	3	UNDECIDED WHETHER OR NOT I WOULD STAY IN THE ARMY UPON COMPLETION OF MY OBLIGATION
62	1.7	2	WOULD PROBABLY LEAVE THE ARMY
61	1.7	1	WOULD DEFINITELY LEAVE THE ARMY
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q104

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

COMMENT: - IF YOU HAVE COMMENTS THAT MAY HELP US TO BETTER UNDERSTAND
SOLDIER'S CAREER ISSUES AND DECISIONS, PLEASE WRITE THEM
IN THE SPACE BELOW.

RAW DATA

COLS	LENGTH
0449-0450	2

FREQ	PERCENT	VALUE	MEANING
1093	30.3	1	COMMENT MADE
2510	69.7	0	NO COMMENT MADE
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q000E

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

PHONE - PLEASE ENTER A WORK AND/OR RESIDENCE PHONE NUMBER WHERE
WE WOULD BE ABLE TO REACH YOU IN THE NEXT FEW MONTHS.

RAW DATA

COLS	LENGTH
0451-0452	2

FREQ	PERCENT	VALUE	MEANING
2708	75.2	1	PHONE NUMBER GIVEN
895	24.8	0	NO PHONE NUMBER GIVEN
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q000F

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

CONTACT - SO THAT WE MAY CONTACT YOU, PLEASE ENTER BELOW THE NAME AND ADDRESS OF SOMEONE WHO WILL ALWAYS KNOW HOW TO GET IN TOUCH WITH YOU.

RAW DATA

COLS	LENGTH
0453-0454	2

FREQ	PERCENT	VALUE	MEANING
2670	74.1	1	CONTACT GIVEN
933	25.9	0	NO CONTACT GIVEN
3603	100.0	TOTALS	

LOCATION IN SURVEY
Q000G

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SSN - OMF VARIABLE: SSN

RAW DATA

COLS	LENGTH
0456-0464	9

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SEX - OMF VARIABLE: SEX

RAW DATA

COLS	LENGTH
0465-0466	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3269	90.7	M	MALE
326	9.0	F	FEMALE
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

RACE - OMF VARIABLE: RACE

RAW DATA

COLS	LENGTH
0467-0468	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3072	85.3	C	CAUCASIAN
364	10.1	N	NEGRO
126	3.5	X	OTHER
3	.1	Z	UNKNOWN
9	.2	R	RED
21	.6	M	YELLOW
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

REDCAT - OMF VARIABLE: REDCAT (RACIAL/ETHNIC DESCENT)

RAW DATA	
COLS	LENGTH
0469-0470	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
34	.9	A	ASIAN/PACIFIC/ALEUT/ESKIMO/NATIVE AMERICAN
81	2.2	H	HISPANIC
3023	83.9	C	OTHER WHITE
363	10.1	N	OTHER BLACK
85	2.4	X	OTHER OR UNKNOWN
9	.2	T	?
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

ETHGR - OMF VARIABLE: ETHGR (ETHNIC GROUP DESIGNATION)

RAW DATA

COLS	LENGTH
0471-0472	2

FREQ	PERCENT	VALUE	MEANING
10	.3	.	NO RESPONSE
20	.6	6	MEXICAN AMERICAN
30	.8	4	PUERTO RICAN
7	.2	9	CUBAN-AMERICAN
16	.4	1	OTHER HISPANIC DESCENT
1		G	CHINESE
2	.1	J	JAPANESE
5	.1	K	KOREAN
13	.4	5	FILIPINO
6	.2	3	OTHER ASIAN-AMERICAN
9	.2	2	US/CANADIAN INDIAN TRIBES
3466	96.2	X	OTHER
3	.1	Z	UNKNOWN
1		D	INDIAN
1		E	MELANESIAN
2	.1	L	POLYNESIAN
8	.2	S	LATIN AMERICAN
3	.1	Q	OTHER PACIFIC ISLAND DESCENT
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

WHITE - WHITE COMPUTED FROM OMF

RAW DATA

COLS	LENGTH
0473-0474	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
523	14.5	0	NOT WHITE
3072	85.3	1	WHITE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

BLACK - BLACK COMPUTED FROM OMF

RAW DATA

COLS	LENGTH
0475-0476	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3231	89.7	0	NOT BLACK
364	10.1	1	BLACK
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

OTHER - OTHER COMPUTED FROM OMF

RAW DATA

COLS	LENGTH
0477-0478	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3436	95.4	0	NOT OTHER
159	4.4	1	OTHER
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

HISPA - HISPANIC COMPUTED FROM OMF

RAW DATA

COLS	LENGTH
0479-0480	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3514	97.5	0	NOT HISPANIC
81	2.2	1	HISPANIC
3603	99.9	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FOR:1)

COST1 - OMF VARIABLE: COSTY (CONUS/OVERSEAS UNIT CODE)

RAW DATA	
COLS	LENGTH
0481-0482	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
2175	60.4	1	CONUS
1419	39.4	2	OCONUS
1	.	.	NO RESPONSE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SDAYS - YEARS OF SERVICE COMPUTED FROM EMF

RAW DATA	
COLS	LENGTH
0483-0490	8

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

YOSSCUT - YEARS OF SERVICE GROUPED FOR SAMPLING

RAW DATA

COLS	LENGTH
0491-0493	3

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1436	39.9	17+	17 YEARS OF SERVICE OR MORE
1437	39.9	10-	10 YEARS & 1 DAY TO 17 YEARS
722	20.0	<10	10 YEARS OR LESS OF SERVICE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

BYRGP - OMF VARIABLE: COSTY (CONUS/OVERSEAS UNIT CODE)

RAW DATA	
COLS	LENGTH
0495-0496	2

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

PMOS - OMF VARIABLE: PMOS

RAW DATA

COLS	LENGTH
0497-0500	4

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

AVIATION - AVIATION/NON-AVIATION CTLBR COMPUTED FROM OMF

RAW DATA

COLS	LENGTH
0501-0502	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1474	40.9	Y	AVIATION CONTROL BRANCH
2121	58.9	N	NON-AVIATION CONTROL BRANCH
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

COMPT - OMF VARIABLE: COMPT (SERVICE COMPONENT)

RAW DATA

COLS	LENGTH
0503-0504	2

FREQ	PERCENT	VALUE	MEANING
10	.3	.	NO RESPONSE
1750	48.6	R	REGULAR ARMY (RA)
1843	51.2	V	ARMY RESERVE (USAR)
3603	100.1	TOTALS	

PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

CTLBR - OMF VARIABLE: CTLBR (CONTROL BRANCH)

RAW DATA

COLS	LENGTH
0505-0506	2

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

TGRA - OMF VARIABLE: TGRA (TEMPORARY GRADE) = RANK

RAW DATA

COLS	LENGTH
0507-0509	3

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
651	18.1	1	WO1
1544	42.9	2	CW2
895	24.8	3	CW3
505	14.0	4	CW4
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

GROUP - SUBSAMPLE GROUP WITHIN WARRANT OFFICER SAMPLE

RAW DATA

COLS	LENGTH
0510-0514	5

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SAMPLE - SAMPLE SOURCE

RAW DATA

COLS	LENGTH
0515-0516	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3371	93.6	WM	WARRANT OFFICER MAIN SAMPLE
224	6.2	WS	WARRANT OFFICER SUPPLEMENTAL SAMPLE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SAMPMAIN - MAIN SAMPLE

RAW DATA

COLS	LENGTH
0517-0518	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
224	6.2	.	NOT IN MAIN SAMPLE
3371	93.6	1	IN THE MAIN SAMPLE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

SAMPSUPL - SUPPLEMENTARY SAMPLE OF ALL FEMALES NOT IN MAIN SAMPLE

RAW DATA

COLS	LENGTH
0519-0520	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3371	93.6	.	FEMALES NOT IN SUPPLEMENTARY SAMPLE
224	6.2	1	IN THE SUPPLEMENTARY SAMPLE OF FEMALES
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

XRANK - RANK (CROSSING VARIABLE)

RAW DATA

COLS	LENGTH
0521-0522	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
579	16.1	1	WO1
1558	43.2	2	CW2
935	26.0	3	CW3
523	14.5	4	CW4/MW4
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

XTYPE - BRANCH TYPE (CROSSING VARIABLE)

RAW DATA

COLS	LENGTH
0523-0524	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1474	40.9	1	AVIATION
2121	58.9	2	NON-AVIATION
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

XLOC - CONUS/OCONUS LOCATION (CROSSING VARIABLE)

RAW DATA	
COLS	LENGTH
0525-0526	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
1		.	NO RESPONSE
2175	60.4	1	CONUS
1419	39.4	2	OCONUS
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

XSEX - GENDER (CROSSING VARIABLE)

RAW DATA

COLS	LENGTH
0527-0528	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
2	.1	.	NO RESPONSE
3268	90.7	1	MALE
325	9.0	2	FEMALE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

XETHNIC - ETHNIC GROUP (CROSSING VARIABLE)

RAW DATA

COLS	LENGTH
0529-0530	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
2	.1	.	NO RESPONSE
2968	82.4	1	NON-HISPANIC WHITE
360	10.0	2	NON-HISPANIC BLACK
116	3.2	3	NON-HISPANIC OTHER
149	4.1	4	HISPANIC
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

FLAGOUT - FLAG - SURVEYS FROM RESPONDENTS NOT IN THE SAMPLE

RAW DATA

COLS	LENGTH
0531-0532	2

FREQ	PERCENT	VALUE	MEANING
8	.2	.	NO RESPONSE
3595	99.8	.	IN SAMPLE
3603	100.0	TOTALS	

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

MAINWGHT - WEIGHT FOR MAIN SAMPLE RESPONDENTS

RAW DATA

COLS	LENGTH
0533-0552	20

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY
(WARRANT OFFICER FORM)

TOTWGHT - WEIGHT FOR TOTAL RESPONDENTS REPRESENTATIVE OF ARMY

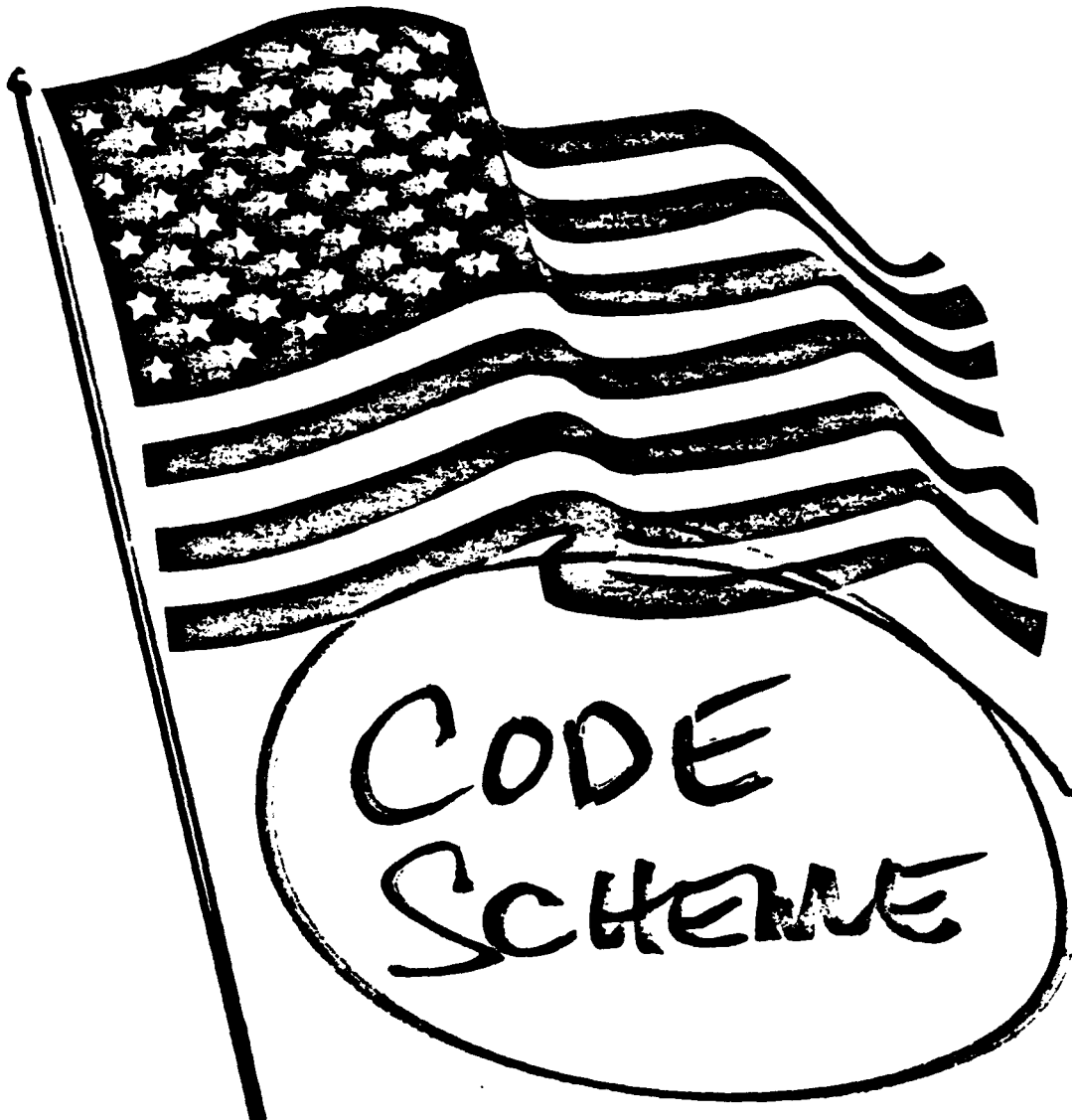
RAW DATA	
COLS	LENGTH
0553-0572	20

THIS IS A CONTINUOUS VARIABLE. RESPONSE CATEGORIES ARE TOO NUMEROUS
FOR FREQUENCY REPORTING.

LOCATION IN SURVEY

1990 ARMY CAREER SATISFACTION SURVEY

(WARRANT OFFICER FORM)



U.S. ARMY RESEARCH INSTITUTE
ATTN: PERI-RGB (ACSS)
5001 Eisenhower Avenue
Alexandria, Virginia 22304-9919

ARI PT 5851B



DO NOT WRITE IN THIS SHADED AREA

46012

SRSSN

What is your Social Security Number?

0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

I. BACKGROUND INFORMATION

SR RANK

1. What is your rank?

- ☐ WO1
- ☐ CW2
- ☐ CW3
- ☐ CW4
- ☐ MW4

SR GENDER

2. Are you?

- ☐ Male
- ☐ Female

3. What race do you consider yourself to be?
(Mark only one)

SR RACE

- ☐ White
- ☐ Black or Negro
- ☐ Indian (American)
- ☐ Eskimo or Aleut
- ☐ Asian or Pacific Islander
- ☐ Other

SR HISPANIC

4. Are you of Spanish/Hispanic origin?

- ☐ No
- ☐ Yes, Mexican, Mexican-American, Chicano
- ☐ Yes, Puerto Rican
- ☐ Yes, Cuban
- ☐ Yes, other Spanish/Hispanic

ok

Do you agree or disagree with the following:

- 61
- 1 Not Applicable
 - 2 Strongly Disagree
 - 3 Disagree
 - 4 Neither Agree nor Disagree
 - 5 Agree
 - 6 Strongly Agree

A001

5. I would stay in the Army for
20 or more years even if I
could retire earlier

00000

B001

6. It would take a lot to convince
me to stay in the Army
beyond my current obligation
or enlistment

0000061

A002

7. If I had to do it over again, I
would not have stayed in the
Army for more than my first
enlistment or original obligation

0000061

A003

8. An Army career allows me to
attain the standard of living I
want for myself/my family

00000

A004

9. If I stay in the Army, I could
provide my family with the
opportunities and experiences
I think are most important

00000

A005

10. I have been taught valuable
skills in the Army that I can
use later in civilian jobs

00000

A006

11. I am confident I will be promoted
as high as my ability and interest
warrant if I stay in the Army

00000

A007

12. The current evaluation/selection
system is effective in promoting
the best soldiers

00000

A008

13. The current evaluation/selection
system would be effective in
selecting those to be separated
during down-sizing

00000

14. Which of the following best describes your current career intentions?

- B002
- ☒ I plan to stay in the Army beyond 20 years
 - ☐ I plan to stay in the Army until retirement at 20 years
 - ☐ I have stayed in the Army beyond my obligation, but am undecided about staying until retirement
 - ☐ I plan to stay in the Army beyond my obligation, but am undecided about staying until retirement
 - ☐ I am undecided whether or not I will stay in the Army upon completion of my obligation
 - ☐ I will probably leave the Army
 - ☐ I will definitely leave the Army

B003

15. How likely is it that you will stay on active duty in the Army until retirement at 20 years?

- ☒ Not applicable — I am beyond 20 years
- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

16. How likely is it that you will stay on active duty in the Army beyond 20 years?

- B023
- ☒ Not applicable — I am beyond 20 years
 - ☐ Definitely
 - ☐ Probably
 - ☐ Probably not
 - ☐ Definitely not
 - ☐ Don't know

B023

17. Would you prefer working in a different MOS?

- ☐ Yes
- ☐ No
- ☒ Not sure

A009

18. The kind of work I enjoy most is available:

- ☐ Only in the military
 - ☐ Primarily in the military
 - ☐ Equally in military and civilian world
 - ☐ Primarily in the civilian world
 - ☐ Only in the civilian world
- ok

- A010**
19. How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

YEARS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- A011**
20. How many months do you have left in your enlistment term or obligated period of active duty service (including additional obligations incurred from PCS, military training, civilian schooling, promotions, etc)?

Enter "00" if you have completed your current obligation.

MONTHS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- B005**
21. How many years ago did you complete your active duty service obligation?

Enter "00" if you have not yet completed your current obligation.

YEARS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

- A012**
22. If a good friend of yours asked your advice about seeing a military recruiter, would you say it was:
(Mark only one)

☐ A good idea
☐ Up to him or her
☐ A waste of time

- A013**
23. If you met someone who asked your advice about joining the Army, would you recommend he/she:
(Mark only one)

☐ Enlist in the Army
☐ Enlist in another military service
☐ Not enlist in military service

- A014** **A015**
24. Would you like to see your son or daughter, at some point, join the military? Answer even if you do not have children or do not plan to have children.

a. Your son? b. Your daughter?
☐ Yes ☐ Yes
☐ No ☐ No

- A016**
25. Would you have joined the Army if there had been only very limited opportunities for overseas travel?

☐ Yes, I didn't want overseas travel
☐ Yes, even though I wanted overseas travel
☐ No, overseas travel was a major reason I joined

- A017**
26. What effect, if any, have your Army experiences had on the development of specific job knowledge, skills, and abilities that will help you obtain a civilian job?

☐ Strong positive effect
☐ Positive effect
☐ No effect
☐ Negative effect
☐ Strong negative effect

- A018**
27. What effect, if any, have your Army experiences had on the development of personal characteristics and attitudes that will help you obtain a civilian job?

☐ Strong positive effect
☐ Positive effect
☐ No effect
☐ Negative effect
☐ Strong negative effect

28. How often ...

Very Often
Often
Sometimes
Rarely
Not At All

A019 a ... do your family/friends provide help or do you a favor when you need it? ○○○○○

A020 b ... do you get together with friends to have fun and relax? ○○○○○

A021 c ... do you feel that you have someone in your life who will listen and understand your concerns about your job/career? ○○○○○

29. How satisfied are you now with the following?

Very Unsatisfied
Somewhat Unsatisfied
Neutral
Somewhat Satisfied
Very Satisfied

A022 a. Pay (including allowances) ○○○○○

A023 b. Benefits ○○○○○

A024 c. Job security, a steady job ○○○○○

A025 d. Overall quality of life ○○○○○

A026 e. Opportunities to do work you like ○○○○○

A027 30. If we were to go to war today, how well prepared are you to perform the tasks in your wartime job? (If you aren't sure, give your best estimate.)

- ☒ Very well prepared
☐ Well prepared
☐ Neither well nor poorly prepared
☐ Poorly prepared
☐ Very poorly prepared

A028 31. Compared to other soldiers in your same rank in your unit or place of duty, how would you rate your own job performance?

Much Better Than Most About Average Much Worse Than Most
① ② ③ ④ ⑤ ⑥ ⑦

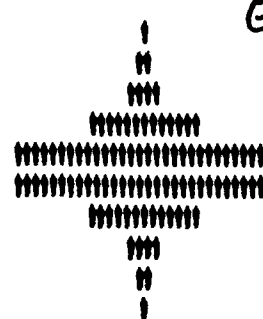
A029 32. What was your last Physical Readiness Test Score? (Scoring range from 0-300)

☐ Don't know score

0	0	0
1	1	1
2	2	2
3	3	3
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

B006 33. What is the senior rater potential evaluation box check of your most recent OER? (MARK ONE CODE)

1
2
3
4
5
6
7
8
9



Grid 60

60

☒ Does not apply; I have not been rated

B007 34. Was your last rating in, above, or below the center of mass for your senior rater?

- ☒ Above center of mass
☐ In center of mass
☐ Below center of mass
☐ Don't know

02

II. YOUR UNIT ENVIRONMENT

A030

Do you usually do your daily Army work with the company or other similar unit to which you are assigned?

- ☐ Yes. I work with my assigned unit.
☐ No. I work someplace else

36. How would you describe your unit?

- If you work with your assigned company or other similar unit, answer these questions for your work with your unit.
- If you work someplace else, answer these questions for the place where you work.

Does not apply; my unit would not be used in a combat situation

Very High
 High
 Moderate
 Low
 Very Low

a. What is the level of morale in your unit? ○○○○○○

b. In the event of combat, how would you describe your confidence in your unit members? ○○○○○○

c. How would you describe your unit's readiness for combat? ○○○○○○

III. CURRENT EVENTS

A034

37. Do the recent developments in East Germany, Hungary, Poland, and Czechoslovakia reduce the chances of war with the Soviet Union?

- ☐ Yes, reduce the chances of war with the Soviet Union
☐ No, do not reduce the chances of war with the Soviet Union
☐ Not sure

A035

38. Do the recent developments in the Soviet Union (economic problems, Lithuanian independence movement, ethnic unrest and clashes, etc.) increase the chances of war with the Soviet Union?

- ☐ Yes, increase the chances of war with the Soviet Union
☐ No, do not increase the chances of war with the Soviet Union
☐ Not sure

A036

39. Do the recent developments in Eastern Europe make you more or less interested in serving in the U.S. Army?

- ☐ More interested
☐ Less interested
☐ Neither more nor less interested
☐ Not sure

Please indicate the likelihood that each of the following factors will occur as a result of recent world events.

Extremely Unlikely
 Unlikely
 Neither Likely nor Unlikely
 Likely
 Extremely Likely

A037

40. The Army's demands on your time will increase ○○○○○○

A038

41. The Army will ask you to do tasks that you don't like ○○○○○○

A039

42. The Army will ask you to do tasks for which you are not adequately trained ○○○○○○

A040

43. Your promotion opportunities in the Army will decrease ○○○○○○

44. How much information are you receiving on the future personnel reductions of the Army?

- ☐ Too much information
☐ About the right amount of information
☐ Some information, but I would like more
☐ No information and I would like to get some information
☐ Don't care

45. How reliable are the following sources of information on the cuts in Army strength?

Does not apply — I do not get information from this source
 Not Sure
 Very Unreliable
 Somewhat Unreliable
 Somewhat Reliable
 Very Reliable

- A042 a. Chain of command ☐ ☐ ☐ ☐ ☐ ☐
- A043 b. Your military peers ☐ ☐ ☐ ☐ ☐ ☐
- A044 c. Friends, family outside the Army ... ☐ ☐ ☐ ☐ ☐ ☐
- A045 d. Post or command newspaper ☐ ☐ ☐ ☐ ☐ ☐
- A046 e. Army Times ☐ ☐ ☐ ☐ ☐ ☐
- A047 f. Stars & Stripes ☐ ☐ ☐ ☐ ☐ ☐
- A048 g. Soldiers Magazine ☐ ☐ ☐ ☐ ☐ ☐
- A049 h. Civilian newspapers ☐ ☐ ☐ ☐ ☐ ☐
- A050 i. Civilian TV & radio ☐ ☐ ☐ ☐ ☐ ☐
- A051 j. Armed Forces Network ☐ ☐ ☐ ☐ ☐ ☐
- A052 k. Official DA message traffic & correspondence ☐ ☐ ☐ ☐ ☐ ☐
- A053 l. Army News Service (ARNEWS) ☐ ☐ ☐ ☐ ☐ ☐

46. The information on the future of the Army that you receive from the Army (chain of command, post newspapers, etc.) is ...

- A054 a. Accurate
☐ Strongly agree
☐ Agree
☐ Neither
☐ Disagree
☐ Strongly disagree
- A055 b. Timely
☐ Strongly agree
☐ Agree
☐ Neither
☐ Disagree
☐ Strongly disagree

47. How likely is it that:

Extremely Unlikely
 Unlikely
 Neither Likely nor Unlikely
 Likely
 Extremely Likely

- A056 a. Army strength will be cut by 10% or less in the next 5 years? ☐ ☐ ☐ ☐ ☐ ☐
- A057 b. Army strength will be cut by around 15% in the next 5 years? ☐ ☐ ☐ ☐ ☐ ☐
- A058 c. Army strength will be cut by around 20% in the next 5 years? ☐ ☐ ☐ ☐ ☐ ☐
- A059 d. Army strength will be cut by around 25% in the next 5 years? ☐ ☐ ☐ ☐ ☐ ☐
- A060 e. Army strength will be cut by at least 30% in the next 5 years? ☐ ☐ ☐ ☐ ☐ ☐
- A061 f. You will be targeted to leave the Army involuntarily? ☐ ☐ ☐ ☐ ☐ ☐
- A062 g. You will be offered an early out? ☐ ☐ ☐ ☐ ☐ ☐

48. As the Army becomes smaller, how confident are you that ...

Very Unsure
 Somewhat Unsure
 Moderately Confident
 Very Confident
 Extremely Confident

- A063 a. ... you will be able to stay in the Army and be promoted on or ahead of schedule? ☐ ☐ ☐ ☐ ☐ ☐
- A064 b. ... the best officers will stay? ☐ ☐ ☐ ☐ ☐ ☐
- A065 c. ... the best NCOs will stay? ☐ ☐ ☐ ☐ ☐ ☐
- A066 d. ... the best junior (skill level 1) enlisted soldiers will stay? ☐ ☐ ☐ ☐ ☐ ☐

49. The Army will cut the strength so quickly that ...

Not Applicable
Strongly Disagree
Disagree
Neither Agree nor Disagree
Agree
Strongly Agree

A067^a ... readiness will suffer ○○○○○

A068^b ... morale will suffer ○○○○○

A069^c ... my family will suffer ○○○○○○

A070^d ... I will suffer ○○○○○

A071
50. Do likely reductions in the size of the U.S. Army make you more or less interested in serving in the U.S. Army?

- ☐ More interested
☐ Less interested
☐ Neither more nor less interested
☐ Not sure

A072
51. How does the Army's involvement in the War on Drugs affect your career intentions?

- ☐ I intend to stay longer
☐ I intend to leave sooner
☐ No change in my career intentions
☐ Not sure

Do you agree or disagree with the following?

Strongly Disagree
Disagree
Neither Agree nor Disagree
Agree
Strongly Agree

A073
52. I believe that the Army leadership will make the best decisions to maintain a quality Army ○○○○○

A074
53. Senior Army leaders are aware of the frustrations and anxieties that accompany the possible loss of one's job or career ○○○○○

A075
54. The Army will protect my benefits and retirement ○○○○○

55. Think about how you expect the Army to change over the next five years. How satisfied do you think you would be in the Army of five years from now?

Very Unsatisfied
Somewhat Unsatisfied
Neutral
Somewhat Satisfied
Very Satisfied

A076^a Pay (including allowances) ○○○○○

A077^b Benefits ○○○○○

A078^c Job security, a steady job ○○○○○

A079^d Overall quality of life ○○○○○

A080^e Opportunities to do work you like ○○○○○

56. How many years of active duty service do you expect to have completed by the time you leave the Army?

A081

		YEARS
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

57. At this time last year how many years of active duty service had you expected to complete by the time you left the Army?

A082

		YEARS
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	

58. Suppose Army units were pulled back from most overseas areas and there would be almost no chance for overseas travel. How would this affect your plans?

- ☐ I would stay in the Army longer
☐ I would leave the Army sooner
☐ I would not change my career intentions

59. What level of conflict/stress ...

Extremely High
 Very High
 High
 Moderate
 Slight
 None

a. ... are you experiencing now in your job? ... ☐ ☐ ☐ ☐ ☐ ☐

b. ... are you experiencing now in your family and personal life? ... ☐ ☐ ☐ ☐ ☐ ☐

c. ... were you experiencing a year ago in your job? ... ☐ ☐ ☐ ☐ ☐ ☐

d. ... were you experiencing a year ago in your family and personal life? ... ☐ ☐ ☐ ☐ ☐ ☐

60. How concerned are you about the following as a result of the current talk about force reductions and cuts in Army strength?

Not at all Concerned
 Somewhat Concerned
 Moderately Concerned
 Very Concerned
 Extremely Concerned

a. Your long-term opportunities in the Army ... ☐ ☐ ☐ ☐ ☐ ☐

b. The kind of work you will go into when you leave the Army ... ☐ ☐ ☐ ☐ ☐ ☐

c. Whether you would be able to get a civilian job quickly if needed ... ☐ ☐ ☐ ☐ ☐ ☐

d. The financial burden on you and your family should you have to leave the Army unexpectedly ... ☐ ☐ ☐ ☐ ☐ ☐

61. Are you more concerned about these things today than you were a year ago?

Much Less Concerned
 Less Concerned
 Neither More nor Less
 More Concerned
 Much More Concerned

a. Your long-term opportunities in the Army ... ☐ ☐ ☐ ☐ ☐ ☐

b. The kind of work you will go into when you leave the Army ... ☐ ☐ ☐ ☐ ☐ ☐

c. Whether you would be able to get a civilian job quickly if you had to ... ☐ ☐ ☐ ☐ ☐ ☐

d. The financial burden on you and your family should you have to leave the Army unexpectedly ... ☐ ☐ ☐ ☐ ☐ ☐

62. Have the issues in question 61 influenced how you feel about making the Army your career?

a. These issues have not influenced the way I feel; I still want to make the Army a career ... ☐ True ☐ False

b. These issues have not influenced the way I feel; I still want to leave the Army at the end of my current obligation ... ☐ ☐ ☐ ☐

c. These issues have increased my uncertainty about my career in the Army and I am undecided about making the Army my career ... ☐ ☐

d. I am taking a wait and see approach—what specific actions are taken and how these actions affect me—before I make any decisions ... ☐ ☐

e. I have begun to collect information about career options both in the Army and outside ... ☐ ☐

f. I know what it takes to succeed in the Army or the civilian workforce; these outside issues are not an influence ... ☐ ☐

g. I have definitely decided to leave the Army as a direct result of the potential changes and troop cuts ... ☐ ☐

- ☒ **A102A** ☐ My lack of experience in the Army
- ☒ **M02B** ☐ My career goals are unclear
- ☒ **A102C** ☐ Inconsistent or unclear promotion and assignment criteria
- ☒ **A102D** ☐ Changes in Army manpower needs
- ☒ **A102E** ☐ Impending Congressional actions (budget, RIFS, etc.)
- ☒ **A102Z** ☐ I don't have any uncertainty
- ☒ **A102F** ☐ Other (explain under Comments on Page 19)

64. What is your current marital status? (Mark one)

- ☐ Married for the first time
- ☐ Remarried, was divorced or widowed
- Consider yourself to be married for questions 65-68**
- ☐ Single and never married
- ☐ Legally separated or filing for divorce
- ☐ Divorced
- ☐ Widowed
- Do not consider yourself to be married for questions 65-68**

- ☐ Does not apply, I am not married and there is no important girlfriend/boyfriend in my life right now
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Mixed or neutral
- ☐ Fairly unsupportive
- ☐ Very unsupportive
- ☐ Don't know

- ☐ Does not apply, I am not married and there is no important girlfriend, boyfriend in my life right now
- ☐ Very supportive
- ☐ Fairly supportive
- ☐ Mixed or neutral
- ☐ Fairly unsupportive
- ☐ Very unsupportive
- ☐ Don't know

67. ^{A106} Do you have a financial partner? That is, do you share your money and do financial planning with your girlfriend/boyfriend as if you were married?
- ☐ Does not apply. I am married
- ☐ Does not apply, there is no important girlfriend/boyfriend in my life right now
- ☐ Yes
- ☐ No

- ☐ Does not apply. I am not married and
I do not have a financial partner

- ☐ No → Go to Question 69

- ☐ Yes **a. Is he/she working 35 or more hours per week?**

- ☐ Yes
☐ No

- b. What are his/her monthly earnings (before taxes)?

\$.00
0	0	0	0		
1	1	1	1		
2	2	2	2		
3	3	3	3		
4	4	4	4		
5	5	5	5		
6	6	6	6		
7	7	7	7		
8	8	8	8		
9	9	9	9		

- c. Would this income also end if you left the Army? That is, would he/she also have to look for a new job in a new location?

- ☐ Yes
☐ No

269

- A111**
69. Approximately what are your total family savings that could be used if you needed time to find a new job? (Enter 99,999 if more than \$99,999.)

\$.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

- A112**
70. As of today, what is your best estimate of the total amount of money you owe? INCLUDE car and personal loans, credit card balances, and home equity loans. DO NOT INCLUDE any home mortgage on your residence. (Enter 99,999 if more than \$99,999.)

\$.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

- A113**
71. How difficult do you think it would be for you to find a good civilian job right now, considering both your own qualifications and current labor market conditions?

- ☐ Very difficult
☐ Difficult
☐ Not particularly difficult or easy
☐ Easy
☐ Very easy

- A114**
72. How difficult would it be for you financially to be unemployed for 2 or 3 months if you needed time to find a new job?

- ☐ Very difficult
☐ Difficult
☐ Not particularly difficult or easy
☐ Easy
☐ Very easy

73. Are you currently working for pay at a second job during off-duty hours?

☐ No → Go to Question 74

A115
☐ Yes → a. In a typical week now, how many hours do you work at your second job(s) in off-duty hours?

☐ Does not apply

HOURS	
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

A116
b. How much are you usually paid per month on the non-Army job(s)? (Round to the nearest whole number in dollars.)

☐ Does not apply

\$.00
0	0	0	0	0	0	
1	1	1	1	1	1	
2	2	2	2	2	2	
3	3	3	3	3	3	
4	4	4	4	4	4	
5	5	5	5	5	5	
6	6	6	6	6	6	
7	7	7	7	7	7	
8	8	8	8	8	8	
9	9	9	9	9	9	

SEE NOTE #5

DEPENDENT CHILDREN ARE UNMARRIED CHILDREN WHO DEPEND ON YOU FOR OVER HALF THEIR SUPPORT. THIS INCLUDES ADOPTED CHILDREN AND STEPCHILDREN. A DEPENDENT CHILD MUST ALSO BE IN ONE OF THE FOLLOWING CATEGORIES:

- NOT YET 21 YEARS OLD.
- ATTENDS COLLEGE AND NOT YET 23 YEARS OLD, OR
- HAS MENTAL OR PHYSICAL HANDICAP AND IS ANY AGE.

A118

74. As defined above, how many dependent children do you have?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

A119

75. How many dependent children are now living with you?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five
- ☐ Six or more

ITEMS 2

76. How concerned would you be about the following if you were to be involuntarily separated?

Not at all Concerned
Somewhat Concerned
Moderately Concerned
Very Concerned
Extremely Concerned

A120 a. Where in the country to live ○○○○○○

A121 b. Securing a job ○○○○○○

A122 c. Finding a place to live ○○○○○○

A123 d. Life insurance ○○○○○○

A124 e. Separation pay ○○○○○○

A125 f. Child care and schools for family members ○○○○○○²⁶

A126 g. Advancing your own education ○○○○○○

A127 h. Spouse employment ○○○○○○²⁶

A128 i. Health insurance ○○○○○○

A129 j. Health and dental care ○○○○○○

A130 k. Unemployment compensation ○○○○○○

B009 77. Which of the items in 76 is most important?

a²⁰ b²¹ c²² d²³ e²⁴ f²⁵ g²⁶ h²⁷ i²⁸ j²⁹ k³⁰

B010 78. Which of the items in 76 is second most important?

a²⁰ b²¹ c²² d²³ e²⁴ f²⁵ g²⁶ h²⁷ i²⁸ j²⁹ k³⁰

B011 79. Which of the items in 76 is third most important?

a²⁰ b²¹ c²² d²³ e²⁴ f²⁵ g²⁶ h²⁷ i²⁸ j²⁹ k³⁰

A131 80. During the last year, how many civilian jobs have you actually applied for in case you leave the Army?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three or more

A132 81. Are you currently seeking any information about civilian jobs for yourself in case you leave the Army?

- ☐ Yes
- ☐ No

82. How important would the following job search tools be if you were involuntarily separated?

Not at all Important
Somewhat Important
Moderately Important
Very Important
Extremely Important

- A133 a. "How to Find a Job" training ○○○○○○
A134 b. Labor market information ○○○○○○
A135 c. Databases of job vacancies ○○○○○○
A136 d. Databases of employers
interested in hiring veterans ○○○○○○
A137 e. Individual job search counseling ○○○○○○
A138 f. Resumé writing classes ○○○○○○
A139 g. Individual financial counseling ○○○○○○
A140 h. Financial classes (where to apply
for unemployment, where to get
loans till you get first paycheck) ○○○○○○
A141 i. What to look for in civilian
benefit packages — what different
plans are offered for retirement,
health insurance, etc. ○○○○○○
A142 j. Education planning — how to use
military benefits, how and when
to apply, school costs, etc. ○○○○○○
A143 k. Information on states offering
job training ○○○○○○
A144 l. Legal issues such as age
discrimination ○○○○○○
A145 m. Paid time off — not charged to
leave — to visit areas where
you may wish to relocate ○○○○○○
A146 n. Paid time off — not charged to
leave — for job interviews ○○○○○○

83. Which of the tools listed in 82 are essential to you?
(Mark all that apply)

a b c d e f g h i j k l m n

A147A--A147N A147Z

84. Are there other job tools that you think are essential?

- Yes (please specify under Comments on Page 19)
○ No
○ Not sure

A148

85. Where would you be most comfortable going for job search services? (Mark only one)

- Army Community Services
○ Civilian Personnel Office
○ Transition Point
○ Education Center
○ Recruiting Station in town where I will settle
○ Other
○ Does not matter to me

A150 86. What is your Home of Record?

87. Would you PCS to your Home of Record if you were involuntarily separated or accepted a voluntary early out?

- Yes → Go to Question 89
○ No

A152 88. To what state would you move?

Home of Record

Plan to move

STATES

- ○ Alabama
○ ○ Alaska
○ ○ Arizona
○ ○ Arkansas
○ ○ California
○ ○ Colorado
○ ○ Connecticut
○ ○ Delaware
○ ○ Dist. of Columbia (DC)
○ ○ Florida
○ ○ Georgia
○ ○ Hawaii
○ ○ Idaho
○ ○ Illinois
○ ○ Indiana
○ ○ Iowa
○ ○ Kansas
○ ○ Kentucky
○ ○ Louisiana
○ ○ Maine
○ ○ Maryland
○ ○ Massachusetts
○ ○ Michigan
○ ○ Minnesota
○ ○ Mississippi
○ ○ Missouri
○ ○ Montana
○ ○ Nebraska
○ ○ Nevada

Home of Record

Plan to move

STATES

- ○ New Hampshire
○ ○ New Jersey
○ ○ New Mexico
○ ○ New York
○ ○ North Carolina
○ ○ North Dakota
○ ○ Ohio
○ ○ Oklahoma
○ ○ Oregon
○ ○ Pennsylvania
○ ○ Rhode Island
○ ○ South Carolina
○ ○ South Dakota
○ ○ Tennessee
○ ○ Texas
○ ○ Utah
○ ○ Vermont
○ ○ Virginia
○ ○ Washington
○ ○ West Virginia
○ ○ Wisconsin
○ ○ Wyoming

U.S. TERRITORIES

- ○ Puerto Rico
○ ○ Virgin Islands
○ ○ American Samoa
○ ○ Guam
○ ○ Other

SEE NOTES ON
ENLISTED FORM

V. PERSONNEL POLICIES

The next three questions are for those currently obligated.
Mark "Not applicable" if not obligated.

B012 **PROB61**
89. If promotion selection rates are decreased in the future, would you stay on beyond your initial obligation?

☒ Not applicable, I am not obligated

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

B013 **PROB61**
90. Suppose you were offered the opportunity to voluntarily separate with no requirement to complete your obligation in a Reserve or Guard unit. Would you do so?

☒ Not applicable, I am not obligated

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

B014 **PROB61**
91. Suppose you were offered the opportunity to voluntarily separate to complete your obligation in a Reserve or Guard unit. Would you do so?

☒ Not applicable, I am not obligated

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

A153

92. Does the prospect of participation in Special Forces make staying on active duty more or less appealing?

- ☐ Much more appealing
- ☐ More appealing
- ☐ Less appealing
- ☐ Much less appealing
- ☐ Not sure

A154

93. Does the prospect of participation in the Reserve Components make leaving active duty more or less appealing?

- ☐ Much more appealing
- ☐ More appealing
- ☐ Less appealing
- ☐ Much less appealing
- ☐ Not sure

A155
94. Would you be more willing to opt for a voluntary release program if you were assured of completing the Reserve time necessary to qualify for reserve retirement at age 60?

☐ Not applicable, I am eligible for retirement

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

B015 **PROB65**
95. Suppose you voluntarily leave active duty before becoming retirement eligible and service in the Reserve Components is not mandated for you. How likely is it that you would continue your career in an ...

a. Army Reserve unit?

☒ Not applicable, I am eligible for retirement

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

B016 **PROB65**
b. Army National Guard unit?

☒ Not applicable, I am eligible for retirement

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

B017
96. Suppose you were involuntarily released from active duty before becoming retirement eligible and service in the Reserve Components is not mandated for you. How likely is it that you would continue your career in an ...

a. Army Reserve unit?

☒ Not applicable, I am eligible for retirement

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

B018
b. Army National Guard unit?

☒ Not applicable, I am eligible for retirement

- ☐ Definitely
- ☐ Probably
- ☐ Probably not
- ☐ Definitely not
- ☐ Don't know

W001
If you have less than 17 years of service, mark the next question "Not applicable."

97. Suppose the time in grade requirements for retirement eligibility were reduced from 2 years to 1 year. Would you retire in your serving grade upon completing 1 year in grade?

60 Not applicable — I have less than 17 years of service

- Yes nos*
☒ Yes
☐ No
☐ Not sure

- B019 Prob1*
98. Suppose you were in a year group (i.e., zone of consideration) being considered for reduction-in-force (RIF), and were eligible for separation pay if you voluntarily requested separation. Would you apply for release from active duty?

- ☒ Definitely yes
☐ Probably yes
☐ Probably no
☐ Definitely no
☐ Don't know

99. Instead of involuntary separation, would you agree to ...

- 65* Not applicable, already eligible
3 Don't know
1 Definitely not
2 Probably not
4 Probably
5 Definitely

- B020 Prob65*
a. ... serve as an enlisted soldier until eligible to retire at your highest grade? ○○○○○○*6*

- W002*
b. ... reclassification to a shortage warrant officer MOS even though extensive training might be required? ○○○○○○*6*

- B021 Prefer 1*
100. Would you prefer each year group (i.e., zone of consideration) be vulnerable to RIF or selection for early retirement once (large number) or more than once (smaller number each year) during the Army's transition to a smaller force?

- ☒ I strongly prefer once
☐ I prefer once
☐ I prefer more than once
☐ I strongly prefer more than once
☐ Not sure

- W002*
101. Do you think a 5-year tour stabilization is a good cost savings measure?

- Prob1*
☒ Definitely
☐ Probably
☐ Probably not
☐ Definitely not
☐ Don't know

The next 2 questions are about possible changes in TWOS guidelines. Current guidelines for promotion percentages are now 44% to MW4/CW5, 75% to CW4, and 80% to CW3. Guidelines for pin-on-point (normal time to promotion) are now 8 years Warrant Officer Service (WOS) to CW3, 14 years WOS to MW4/CW5.

- W003 like C011 Prefer 2*
102. Would you rather hold promotion opportunity constant in line with TWOS guidelines and let the pin-on-point lengthen, or vary promotion opportunity so that the pin-on-point remains more in line with TWOS?

- ☒ I strongly prefer holding promotion opportunity constant
☐ I prefer holding promotion opportunity constant
☐ I prefer varying promotion opportunity
☐ I strongly prefer varying promotion opportunity
☐ Not sure

- W004 like C013 Prefer 3*
103. Would you prefer that required reductions be accomplished by RIF only, guaranteeing TWOS opportunity goals (i.e., 44% to MW4/CW5, 75% to CW4, 80% to CW3), or by a combination of RIF and lowered promotion opportunity?

- ☒ I strongly prefer required reductions be accomplished by RIF only
☐ I prefer required reductions be accomplished by RIF only
☐ I prefer a combination
☐ I strongly prefer a combination
☐ Not sure

W005

104. Suppose the Warrant Officer Management Act became law. Which of the following would then best describe your career intentions?

- 70 Not sure of what this law would mean to me
- ☐ Would plan to stay in the Army beyond 20 years
 - ☐ Would plan to stay in the Army until retirement at 20 years
 - ☐ Have stayed beyond my obligation, but am undecided about staying until retirement
 - ☐ Would plan to stay in the Army beyond my obligation, but am undecided about staying until retirement
 - ☐ Undecided whether or not I would stay in the Army upon completion of my obligation
 - ☐ Would probably leave the Army
 - ☐ Would definitely leave the Army

VI. COMMENTS

Thank you very much for your cooperation with this important research.

We have attempted to be thorough in examining the issues that may affect your decisions. If you have comments that may help us to better understand soldier's career issues and decisions, please write them in the space below (continue on back if necessary).

COMMENT

SEE ENLISTED
FORM

Events are moving rapidly. We may need to get more specific information from small groups of respondents in the future. Please enter a work and/or residence phone number where we would be able to reach you in the next few months.

SEE ENLISTED FORM

In the United States and other North American countries:

Work commercial: () - - - - - Residence commercial: () - - - - -

Work AUTOVON: - - - - - Residence AUTOVON: - - - - -

For other countries, please give phone number(s) and identify whether it is work or residence and whether it is a United States Government phone system or the host country's phone system:

Circle One	Circle One	Country	Number
Work/Residence	US/Host		
Work/Residence	US/Host		

We hope to get more in-depth information from a small group of respondents in the future. So that we may contact you, please enter below the name and address of someone who will always know how to get in touch with you:

NAME SEE ENLISTED

ADDRESS FORM

PHONE () - - - - -

YOUR COOPERATION IN COMPLETING THIS SURVEY IS GREATLY APPRECIATED.